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BY

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## PREFACE

This Labour Report, which is the fifty-first of the series issued by this Bureau, contains detailed statistics for the year 1964, in addition to providing comparisons for previous years.

The Report follows in the main the lines of its immediate predecessors in scope and arrangement. The subject-matter has been divided into five chapters, namely, Retail Prices and Price Indexes; Wholesale Prices and Price Indexes; Wages and Hours; Employment and Unemployment (including Industrial Disputes); and Labour Organizations.

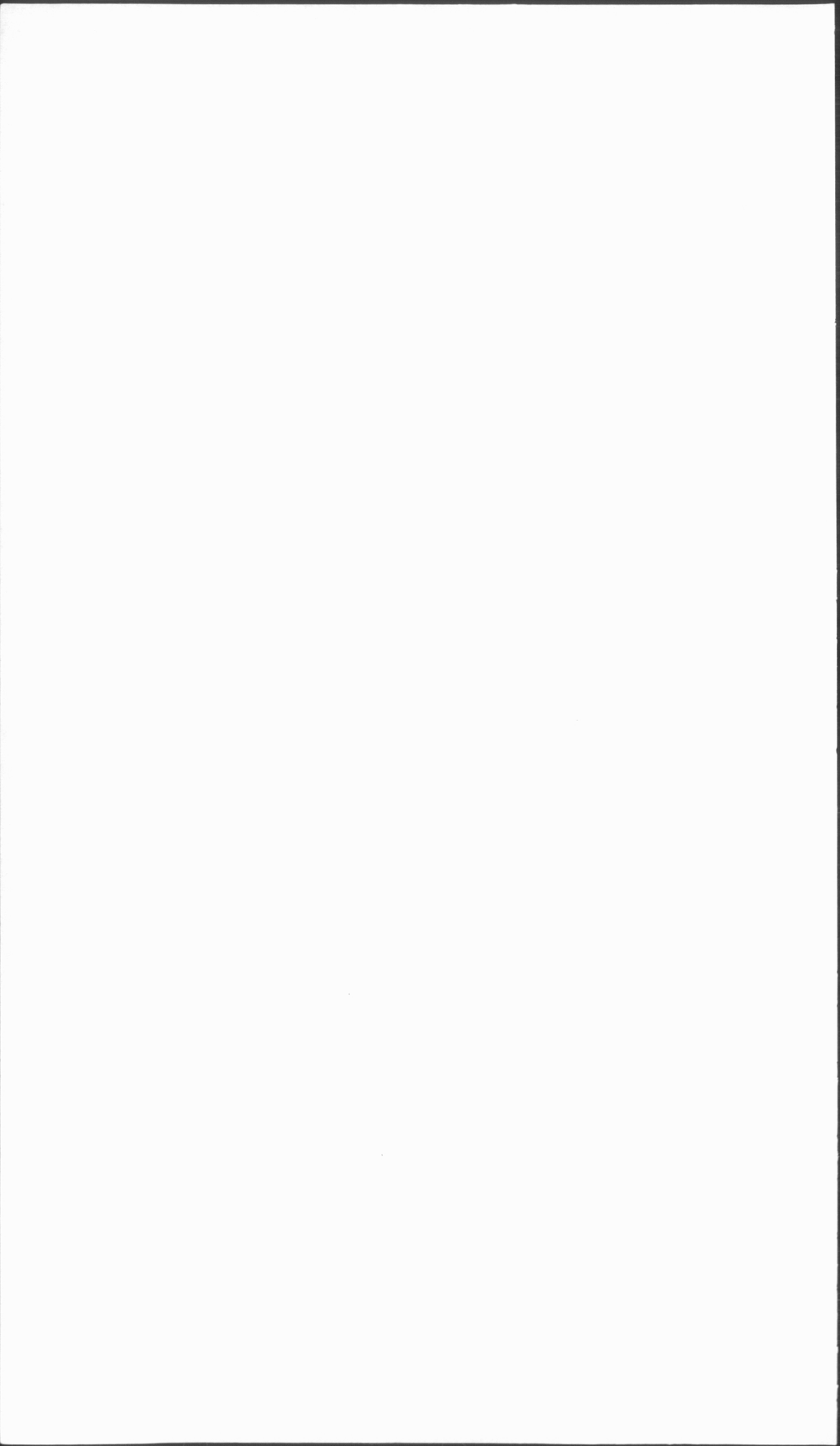
New material in this issue includes the results of a Survey on the Incidence of Awards, Determinations, etc., May, 1963 and results of Surveys of Weekly Earnings and Hours in October, 1962, 1963 and 1964. There are more comprehensive summaries of the judgements in the Basic Wage Inquiry, 1964 and the Employers' Total Wage Case, 1964. In Chapter I. the description of the Consumer Price Index has been revised to include details of the December, 1963 "link" and of the series for Canberra.

Secretaries of trade unions and of employers' associations, officials of Commonwealth and State Departments, private employers, retail traders, house agents and others have readily supplied much information specially for the purposes of this Report, and my thanks are tendered to all who have thus assisted.

Grateful acknowledgment is also made of the continued assistance given by the Statisticians in the several States, especially in the collection of retail prices.

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Canberra, A.C.T., June, 1966.



# SYNOPSIS

## CHAPTER I.—RETAIL PRICES AND PRICE INDEXES.

	Page
§ 1. Collection of Retail Price Information .. .. .	1
§ 2. Nature of Retail Price Indexes—	
1. General .. .. .	2
2. Weighting .. .. .	2
3. The List of Items .. .. .	3
4. Essential Features .. .. .	3
5. Effects of Changing Conditions on Indexes .. .. .	3
§ 3. Purpose and Use of Retail Price Indexes—	
1. General .. .. .	4
2. Price Indexes for Individual Cities .. .. .	4
3. Price Indexes and Purchasing Power .. .. .	4
4. Use of Price Indexes by Industrial Tribunals .. .. .	4
§ 4. Previous Retail Price Indexes—	
1. General .. .. .	5
2. The " Court " Index .. .. .	6
§ 5. Consumer Price Index—	
1. Introduction .. .. .	6
2. Origin .. .. .	6
3. Purpose, Scope and Composition—	
(i) General .. .. .	8
(ii) Composition and Weighting .. .. .	8
(iii) Index Numbers Compiled .. .. .	10
4. Structure—	
(i) A Chain of Linked Indexes .. .. .	10
(ii) Comparison of the Linked Series .. .. .	11
(iii) Basis of Weighting .. .. .	11
5. Prices and Standards—	
(i) General .. .. .	14
(ii) Bargain and Sale Prices, etc. .. .. .	14
(iii) Specification of Standards .. .. .	14
(iv) Continuity of Standards .. .. .	15
6. Notes on Some Index Components—	
(i) General .. .. .	15
(ii) Groceries .. .. .	15
(iii) Seasonal Clothing Items .. .. .	15
(iv) Fuel and Light .. .. .	16
(v) Household Appliances .. .. .	16
(vi) Fares .. .. .	16
(vii) Private Motoring .. .. .	16
7. The Housing Group—	
(i) General .. .. .	17
(ii) Rent of Privately Owned Houses .. .. .	17
(iii) Rent of Government Owned Houses .. .. .	18
(iv) Home Ownership, General .. .. .	18
(v) House Price .. .. .	18
(vi) Rates .. .. .	19
(vii) Repairs and Maintenance .. .. .	20
(viii) Special Aspects of Canberra Housing Group .. .. .	20
8. Publication of Consumer Price Index Numbers—	
(i) General .. .. .	21
(ii) Tabular Statements of Index Numbers .. .. .	21
9. List of Items and Weights .. .. .	21
§ 6. Retail Price Index Numbers, 1901-1964 .. .. .	38
§ 7. International Comparisons : Retail Price Index Numbers .. .. .	39

## CHAPTER II.—WHOLESALE PRICES AND PRICE INDEXES.

§ 1. General .. .. .	41
§ 2. Wholesale Price (Basic Materials and Foodstuffs) Index—	
1. General .. .. .	41
2. Price Quotations .. . . .	41
3. Commodities and Grouping .. . . .	41
4. Method of Construction .. .. .	41
5. Index Numbers .. .. .	43
§ 3. Wholesale Price Index of Electrical Installation Materials—	
1. General .. .. .	44
2. Commodities and Grouping .. .. .	44
3. Price Quotations .. .. .	44
4. Method of Construction .. .. .	44
5. Index Numbers .. .. .	45
§ 4. Melbourne Wholesale Price Index—	
General .. .. .	46
§ 5. International Comparisons: Wholesale Price Index Numbers .. .. .	46

## CHAPTER III.—WAGES AND HOURS.

§ 1. Arbitration and Wages Boards Acts and Associated Legislation—	
1. General .. .. .	47
2. Laws Regulating Industrial Matters .. .. .	47
3. Methods of Administration—	
(i) Commonwealth .. .. .	47
(ii) States .. .. .	51
4. New Legislation and Special Reports—	
(i) Commonwealth .. .. .	53
(ii)—(viii) States and Territories . . . . .	53–57
§ 2. Incidence of Industrial Awards, Determinations and Agreements—	
(i) General .. .. .	57
(ii) Incidence of Commonwealth and State Awards, etc. .. .. .	57
(iii) Incidence of Awards, etc.—Main Industry Groups .. .. .	58
(iv) Incidence of Awards, etc.—States .. .. .	59
§ 3. Rates of Wage and Hours of Work—	
1. General .. .. .	59
2. Indexes of Minimum Weekly and Hourly Wage Rates and Standard Hours of Work .. .. .	60
3. Weekly Wage Rates—Adult Males—	
(i) Industry Groups, States .. .. .	61
(ii) Summary, States .. .. .	62
(iii) Industry Groups, Australia .. .. .	63
(iv) Components of Total Wage Rate .. .. .	64
4. Weekly Wage Rates—Adult Females—	
(i) Industry Groups, States .. .. .	67
(ii) Summary, States .. .. .	68
(iii) Industry Groups, Australia .. .. .	69
5. Hourly Wage Rates—	
(i) Adult Males .. .. .	69
(ii) Adult Females .. .. .	72
6. Standard Hours of Work—	
(i) General .. .. .	74
(ii) The 44-hour Week .. .. .	74
(iii) The 40-hour Week .. .. .	75
(iv) Weighted Average Standard Weekly Hours of Work .. .. .	76
§ 4. Average Weekly Earnings—	
1. General .. .. .	79
2. Average Weekly Earnings .. .. .	79
3. Indexes of Average Weekly Earnings .. .. .	79

CHAPTER III.—WAGES AND HOURS—*continued.*

Page

## § 5. Surveys of Wage Rates, Earnings and Hours—

1. General .. .. .	80
2. Survey of Wage Rates and Earnings, September, 1960 .. .. .	80
3. Survey of Weekly Earnings, October, 1961 .. .. .	83
(i) States .. .. .	84
(ii) Australia, Industry Groups .. .. .	85
4. Surveys of Weekly Earnings and Hours, October, 1962, October 1963 and October, 1964 .. .. .	85
(i) General .. .. .	85
(ii) Coverage .. .. .	86
(iii) Comparability of Results .. .. .	86
(iv) Definitions .. .. .	86
(v) Average Earnings and Hours, Industry Groups—Australia .. .. .	87

## § 6. Basic Wages in Australia—

1. The Basic Wage .. .. .	99
2. The Commonwealth Basic Wage—	
(i) Early Judgments .. .. .	99
(ii) Basic Wage Inquiries, 1930–31, 1932, 1933 .. .. .	101
(iii) Basic Wage Inquiry, 1934 .. .. .	101
(iv) Basic Wage Inquiry, 1937 .. .. .	102
(v) Judgment, December, 1939 .. .. .	102
(vi) Basic Wage Inquiry, 1940 .. .. .	102
(vii) “ Interim ” Basic Wage Inquiry, 1946 .. .. .	103
(viii) Basic Wage Inquiry, 1949–50 .. .. .	103
(ix) Basic Wage and Standard Hours Inquiry, 1952–53 .. .. .	104
(x) Basic Wage Inquiry, 1956 .. .. .	105
(xi) Basic Wage Inquiry, 1956–57 .. .. .	105
(xii) Basic Wage Inquiry, 1958 .. .. .	106
(xiii) Basic Wage Inquiry, 1959 .. .. .	107
(xiv) Basic Wage Inquiry, 1960 .. .. .	108
(xv) Differential Basic Wage Inquiries, 1960 .. .. .	109
(xvi) Basic Wage and Standard Hours Inquiry, 1961 .. .. .	109
(xvii) Basic Wage Inquiry, 1962 .. .. .	115
(xviii) Basic Wage Inquiry, 1963 .. .. .	116
(xix) Basic Wage Inquiry, 1964 and Employers’ Total Wage Case, 1964 .. .. .	117
(xx) National Wage Cases of 1965 .. .. .	129
(xxi) Rates Operative .. .. .	130
3. Commonwealth Basic Wage Rates for Females .. .. .	130
4. Australian Territories—	
(i) Australian Capital Territory .. .. .	131
(ii) Northern Territory .. .. .	131
5. State Basic Wages—	
(i) General .. .. .	135
(ii) New South Wales .. .. .	135
(iii) Victoria .. .. .	138
(iv) Queensland .. .. .	139
(v) South Australia .. .. .	143
(vi) Western Australia .. .. .	144
(vii) Tasmania .. .. .	147
(viii) Rates Prescribed .. .. .	148

## § 7. Wage Margins—

1. General .. .. .	148
2. Metal Trades Case, 1954 .. .. .	149
3. Margins Cases, 1959 .. .. .	150
4. Margins Case, 1963 .. .. .	152

CHAPTER III.—WAGES AND HOURS—*continued.*

§ 8. Annual Leave—	
1. General .. .. .	155
2. Commonwealth—	
(i) Three Weeks' Annual Leave Inquiry, 1960 .. .. .	156
(ii) Three Weeks' Annual Leave Inquiry, 1962 .. .. .	156
(iii) Three Weeks' Annual Leave Inquiry, 1963 .. .. .	158
(iv) Australian Territories .. .. .	159
3. New South Wales .. .. .	159
4. Victoria .. .. .	159
5. Queensland .. .. .	160
6. South Australia .. .. .	160
7. Western Australia .. .. .	160
8. Tasmania .. .. .	161
§ 9. Long Service Leave—	
1. General .. .. .	161
2. Commonwealth—	
(i) General .. .. .	162
(ii) Australian Territories .. .. .	165
(iii) Stevedoring Industry .. .. .	165
3. New South Wales .. .. .	165
4. Victoria .. .. .	166
5. Queensland .. .. .	167
6. South Australia .. .. .	168
7. Western Australia .. .. .	168
8. Tasmania .. .. .	169
§ 10. Child Endowment in Australia .. .. .	170

CHAPTER IV.—EMPLOYMENT AND UNEMPLOYMENT.  
THE WORK FORCE.

§ 1. General .. .. .	172
§ 2. Population Censuses—	
1. Occupational Status—	
(i) General .. .. .	172
(ii) Australia, 30th June, 1954 and 1961 .. .. .	172
(iii) States and Territories, 30th June, 1961 .. .. .	173
(iv) Persons Not at Work, classified by Cause .. .. .	173
2. Industry—	
(i) General .. .. .	174
(ii) Australia, 30th June, 1954 and 1961 .. .. .	174
3. Industry and Occupational Status .. .. .	176
4. Occupational Status, Age and Conjugal Condition .. .. .	177
5. Married Women in the Work Force .. .. .	181
6. Occupation—	
(i) General .. .. .	182
(ii) Australia, 30th June, 1961 .. .. .	182
(iii) States and Territories, 30th June, 1961 .. .. .	185
§ 3. The Work Force Survey: Six State Capital Cities—	
1. General .. .. .	188
2. Occupational Status, and Work Force Participation and Unemployment Rates .. .. .	188
3. Work Force Participation and Unemployment Rates .. .. .	190

CHAPTER IV.—EMPLOYMENT AND UNEMPLOYMENT—*continued*

§ 4. Wage and Salary Earners in Employment—	
1. General .. .. .	191
2. Total Civilian Employees and Defence Forces .. .. .	193
3. Civilian Employees—	
(i) Australia—Industry Groups .. .. .	193
(ii) States and Territories—Totals .. .. .	194
(iii) Australia, 1947 to 1965 .. .. .	195
(iv) Private and Government .. .. .	196
4. Government Employees—	
(i) States and Territories .. .. .	196
(ii) Australia .. .. .	197
§ 5. Commonwealth Employment Service—	
1. General .. .. .	197
2. Persons Registered for Employment .. .. .	199
§ 6. Commonwealth Unemployment, Sickness and Special Benefits—	
1. General .. .. .	199
2. Rates of Benefit .. .. .	200
3. Unemployment Benefit—	
(i) Number on Benefit .. .. .	201
(ii) Amounts Paid .. .. .	201
§ 7. Industrial Disputes—	
1. General .. .. .	202
2. Industry Groups—	
(i) States and Territories .. .. .	202
(ii) Australia .. .. .	205
3. States and Territories .. .. .	206
4. Duration—	
(i) General .. .. .	207
(ii) Industry Groups .. .. .	207
(iii) Summary, 1960-1964.. .. .	207
5. Causes—	
(i) Classification .. .. .	208
(ii) Industry Groups .. .. .	209
(iii) Summary, 1960-1964.. .. .	210
6. Methods of Settlement—	
(i) General .. .. .	210
(ii) Industry Groups .. .. .	211
(iii) Summary, 1960-1964.. .. .	212
§ 8. Industrial Accidents .. .. .	213
§ 9. Workers' Compensation Legislation .. .. .	215

## CHAPTER V.—LABOUR ORGANIZATIONS.

§ 1. Labour Organizations in Australia—	
1. General .. .. .	224
2. Trade Unions—	
(i) General .. .. .	224
(ii) Number and Membership .. .. .	224
(iii) Number of Members and Proportion of Wage and Salary Earners .. .. .	226
(iv) Classification according to Number of Members .. .. .	227
(v) Interstate or Federated Trade Unions .. .. .	228



CHAPTER V.—LABOUR ORGANIZATIONS—*continued.*

3. Organizations Registered under the (Commonwealth) Conciliation and Arbitration Act .. .. .	229
4. Central Labour Organizations—	
(i) Trades and Labour Councils .. .. .	230
(ii) Australian Council of Trade Unions .. .. .	231
§ 2. International Labour Organisation—	
1. General .. .. .	231
2. The International Labour Conference—	
(i) General .. .. .	232
(ii) Recent Sessions .. .. .	232
3. Governing Body .. .. .	233
4. Industrial Committees .. .. .	233
5. I.L.O. Conventions and Recommendations—	
(i) General .. .. .	233
(ii) Conventions Ratified by Australia .. .. .	235

## APPENDIX.

Section I. Average Retail Prices of Food and Grocery Items, each Capital City, Monthly, 1964 .. .. .	237
„ II. Average Retail Prices of Food in Principal Cities: Australia and Other Countries, 1964 .. .. .	244
„ III. Wage and Salary Earners in Civilian Employment, States and Territories	247
„ IV. Weighted Average Minimum Wage Rates: Adult Males .. .. .	254
„ V. Weighted Average Minimum Wage Rates: Adult Females .. .. .	272
„ VI. Average Weekly Earnings .. .. .	275
„ VII. Minimum Rates of Wage: Adult Males, 31st December, 1964 .. .. .	279
„ VIII. Minimum Rates of Wage: Adult Females, 31st December, 1964 .. .. .	292
„ IX. Commonwealth Basic Wage Rates, 1923 to 1964 .. .. .	296
„ X. State Basic Wage Rates: Adult Males and Adult Females .. .. .	301
„ XI. Industrial Disputes, Australia, 1913 to 1964 .. .. .	307
„ XII. Trade Unions: Number and Membership, Australia, 1912 to 1964 .. .. .	308

INDEX .. .. .	309
---------------	-----

## GRAPHS.

Industry of the Population, Australia, 30th June, 1961: Work Force ..	(facing page 192)
Wage and Salary Earners in Civilian Employment, Principal Industry Groups: Australia, 1955 to 1964 .. .. .	(facing page 193)
Industrial Disputes, Australia, 1952 to 1964: Working Days Lost—Industry Groups .. .. .	(facing page 224)

## CHAPTER I.—RETAIL PRICES AND PRICE INDEXES.

### § 1. Collection of Retail Price Information.

Retail prices of food and groceries and average rentals of houses for years extending back to the year 1901 were collected by the Commonwealth Statistician, and in some cases have been recorded by the Statisticians of various States for earlier years.

Retail prices of a more extensive range of commodities (including clothing) and certain services in common demand have been ascertained at frequent and regular intervals since 1923. Comparable information is available for the month of November in each year from 1914 to 1922 for each of the six State capital cities.

The range of items for which retail price data is obtained was considerably extended in 1948 and in later years.

The retail prices of food and groceries in approximately two hundred towns throughout Australia were collected as at November of each year from 1913 to 1942, when collection was discontinued.

The manner in which the main body of commodity prices used in the retail price indexes are ascertained and certain methods adopted to ensure their accuracy and comparability from period to period are briefly as follows:—

- (i) Representative and reputable retailers are selected for each city covered by the indexes and are required to furnish information as to prices (monthly in respect of food and groceries and quarterly in respect of other items). Prices for each item are obtained where practicable from ten or more retailers in each of the capital cities. Whenever necessary, supplementary information is obtained from other retailers.
- (ii) Information is collected under authority of the *Census and Statistics Act* 1905–1949, which requires that information be supplied accurately and promptly and ensures that particulars supplied by individual retailers will not be divulged to any other person or government authority. Penalties are provided against failure to supply information, against supplying false information and against failure to answer truthfully any question asked by an authorized officer in respect of the contents of any return.
- (iii) The actual collection of information is carried out by qualified Field Officers of the Commonwealth Bureau of Census and Statistics working under the supervision of the Statisticians of the respective States. These Field Officers have very wide powers of investigation, including entry of premises and inspection of goods, records, etc.
- (iv) The Field Officers not only receive and check returns but visit the retail shops concerned to obtain requisite information. In respect of some articles, where variation of quality may be considerable, Field Officers are equipped with samples of the goods used for price comparisons. In such cases the Field Officers visit every retail informant at each quarterly collection and personally inspect the relevant goods and prices thereof.
- (v) Before each quarterly collection Supervising Field Officers review the standards of the whole of the items for which prices are collected, after making extensive inquiries among manufacturers, wholesalers and retailers. These Supervising Field Officers periodically accompany Field Officers at their price collections and check their work.

This ensures not only accuracy and assiduity but also that all Field Officers work on uniform lines and that, as far as care and effort can make it possible, prices are recorded for representative goods of constant quality.

- (vi) The lists of items and the standards thereof are revised from time to time to keep them in harmony with changing conditions. Where such changes become necessary, suitable adjustments are made in computing the retail price indexes to ensure that they reflect changes in price with due precision and that they are not vitiated by the influence of other changes. Because of rapidly changing conditions since 1948, prices have been ascertained for an extended list of items. The purpose of this is to ensure that the indexes are kept representative of changes in current patterns of household expenditures and reliable within their definitions.
- (vii) Returns of rents for unfurnished houses of four, five and six rooms are made at the middle of each quarter by a representative number (ranging up to 30) of house agents in each State capital city covered by the indexes. In addition, particulars are obtained as to costs of building new houses, rates and other charges for local government services including water supply and sewerage, prices of materials for repairs and maintenance, and weekly payments for houses let by Government Housing authorities. This information provides a broadly based housing component in the Consumer Price Index.

## § 2. Nature of Retail Price Indexes.

1. **General.**—The basic principle of a retail price index is relatively simple. It is to select commodities representative of the field to be covered and to combine their prices at regular intervals in accordance with their relative importance in that field. The aim is to measure the degree of change in prices for the selected field taken as a whole.

In practice the application of this principle over a term of years presents great difficulty by reason of the numerous changes which occur in the type, grade and relative quantities of many of the items commonly used.

In the simplest method of compiling retail price indexes, the price of each item is multiplied by a fixed quantity or "weight", the product being an "expenditure". The sum of these products for all items at any given date represents an "aggregate expenditure". The "aggregate expenditures" for successive periods are converted into an index by representing the aggregate of a selected or "base" period by an appropriate number (e.g. 100 or 1,000), and calculating index numbers to that base by the proportion which the aggregate of each period bears to the aggregate of the base period. A useful alternative method is to calculate for each item a ratio or "price relative", showing the price of that item relative to its price in the selected or base period, and to combine all these price relatives into a single index using fixed "expenditure weights". Applied to the same basic data, both methods yield the same result. The mathematical formulae are convertible one to the other.

2. **Weighting.**—Weighting is the process by which the prices of commodities are combined into an index in accordance with their relative importance in the field to be covered; which field, in the case of retail price indexes, is usually that of household expenditure.

Obviously, price changes of major items affect household expenditure more than do price changes (in like ratio) of minor items. A 10 per cent. rise in the price of butter, for example, will have a greater effect on household expenditure than a 10 per cent. rise in the price of sardines. Items are therefore assigned appropriate "weights" which are used as multipliers in the computation of the index. These may be "quantity weights" obtained from estimates of household consumption, or "expenditure (i.e. value) weights" obtained from estimates of the relative importance of the items in household expenditure.

Present-day retail price indexes usually embrace a wide and complex range of goods and services. It is customary to assist users of price indexes by describing the weights, whatever their source, in the form of percentages contributed by the items to the total index in base period (or in some other specified significant period).

The period from which the weighting pattern is derived does not necessarily coincide with the reference base adopted in calculating and presenting index numbers. Frequently, for example, data extending over several years are used as the basis of weighting, in order to smooth out short-term fluctuations in consumption. The purpose is to establish a weighting pattern that is broadly representative of consumption over the period covered by the index. In practice, the effect of small, or even substantial, differences in weighting is often slight, and is only likely to be of moment when the commodities affected show a price movement markedly different from that of other commodities.

**3. The List of Items.**—The list of items must be a selected list because it is impossible in practice to ascertain at regular intervals prices of every item of goods and services entering into household expenditure. Some items which it would be desirable to include must be excluded because comparative prices cannot be accurately ascertained for them at different times. It is deemed better to limit the list to items for which price variations can be ascertained with reasonable accuracy than to distend it by including items for which price comparisons are necessarily inaccurate. Similarly, many items of small aggregate or individual importance are excluded. The list therefore is not (as is sometimes erroneously supposed) a basic wage regimen, nor is it a full list of component items in a standard of living. It does not imply that any particular goods or any selected grades or quantities of these goods should enter into determination of a basic or living wage. The lists used are simply selected items combined in certain proportions for the purpose of measuring price variations. The items are representative of the fields covered, and the proportions approximate to those in average consumption so far as can be ascertained.

**4. Essential Features.**—Apart from clear thinking, common sense and sound arithmetic, the prime essentials in compiling a retail price index are therefore—

- (a) that prices be accurately ascertained at regular intervals for goods of constant grade and quality;
- (b) that the list of items be as representative as possible of the field to be covered;
- (c) that the weights be in approximate proportion to quantities actually used in the selected field.

**5. Effects of Changing Conditions on Indexes.**—Technological development and changes in fashion render it necessary to substitute new grades, qualities or types of articles for those formerly used as indicators of changes in price. Such substitutions help to keep the indexes representative of current conditions

and are not injurious to an index provided the transitional difficulties can be solved as they arise. No change in principle is involved. The indexes continue to measure, as nearly as may be, price variations, and price variations only. Those differences in prices which are solely due to substitution of a new item for one which has ceased to be available or in common use are neutralized by taking the price of the old item as typical of price variation in its class up to the time of substitution, and the prices of the new items as typical of such changes in price thereafter.

The problem of maintaining an index adequately representative of current usage has intensified since 1950 because of major changes in the pattern of household expenditure and in modes of living. In consequence the Consumer Price Index was devised as a series of linked indexes. (*See* paras. 1 and 2 of § 5 commencing on page 6.)

### § 3. Purpose and Use of Retail Price Indexes.

1. **General.**—Retail price indexes are designed to measure the extent of changes in price levels only. While they may be used as indicating proportionate variations in cost of a constant standard of living, they do not measure the absolute cost of any standard of living, nor the absolute cost of changes in the standard of living. Strictly speaking they measure, as nearly as may be, the proportionate change in the aggregate cost of specified quantities and qualities of the selected list of items included in the index. In a broad sense, they measure proportionate change in retail price levels within the field they represent. (*See also* “(i) *General*” on page 8.)

2. **Price Indexes for Individual Cities.**—Retail price indexes measure average variations in prices for specified cities individually. They measure proportionate changes from one time to another and not differences in price levels as between cities nor comparative costs of living in different cities. The problems of measuring comparative retail price levels and comparative living costs between cities at any point of time are matters for separate consideration apart from retail price indexes.

3. **Price Indexes and Purchasing Power.**—Retail price indexes are sometimes used as a measure of change in the “purchasing power of money”. Strictly speaking, such a measure relates only to purchasing power over the list of items of the index combined in their specified proportions. The validity of its use in any broader sense or in dealing with a particular problem is a question for judgment by prospective users, on the facts of the case, and in the light of the definition of the index. It is impossible to compile a single general measure that will show, for all purposes and in all classes of transactions, the change in the value of money from one time to another.

4. **Use of Price Indexes by Industrial Tribunals.**—Retail price indexes are sometimes used by industrial tribunals and other authorities for the adjustment of wages. These authorities themselves decide, however, what use (if any) they make of available indexes or whether they desire the Statistician to compile a special index or adapt an existing index to suit their purposes. It is not the practice for the Statistician to express any view as to whether such tribunals should use retail price indexes in their deliberations. In the normal course of his duties the Statistician compiles and publishes various price indexes, states what they measure, explains how they are constructed, and gives evidence or public information when required. His function in this regard is frequently misunderstood. It is sometimes erroneously supposed that certain basic wages are determined by ascertaining the aggregate cost of the list of items included by

the Statistician in a retail price index, or by calculating separate components of the wage from the aggregate cost of the items in separate groups of such an index. The actual position is briefly as follows:—

- (i) Tribunals determine a basic wage in the light of relevant evidence, presented by the parties, usually covering a wide range of economic conditions. This may, or may not, include evidence on changes in price levels.
- (ii) In some cases it may be provided by statute or by judgment of the tribunal that the total wage thus determined shall be adjusted for price change in ratio to the overall movement in a specified retail price index.

The practices followed in the past and at present in Commonwealth jurisdiction and in the various States are described in Chapter III.

#### § 4. Previous Retail Price Indexes.

1. **General.**—Five series of retail price indexes were compiled at various times for Australia by the Commonwealth Statistician prior to 1960. Each of these was continued until changed conditions required the compilation of indexes more directly relevant to current conditions. These indexes were:—

- (i) *The "A" Series Index* (covering food, groceries and house rents) was first compiled in 1912 with the year 1911 as base = 1,000. It was discontinued in June, 1938. From 1913 to May, 1933, this index was used for wage adjustment purposes by the Commonwealth Court of Conciliation and Arbitration. Some other tribunals continued to use it until 1938 in certain localities.
- (ii) *The "B" Series Index* (covering food, groceries and rent of 4 and 5 roomed houses) was first compiled in 1925 and continued until the December Quarter, 1953. It was the food and rent constituent of the "C" Series Index and was designed to replace the "A" Series Index for general statistical purposes. The "B" Series Index was not used by industrial tribunals in connection with the adjustment of wages. Its publication was discontinued as from the December Quarter, 1953.
- (iii) *The "C" Series Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking and some other miscellaneous items) was first compiled in 1921. It was used by the Commonwealth Court of Conciliation and Arbitration for purposes of quarterly wage adjustments from May, 1934, to August, 1953. Some State tribunals continued to use or consider it in their proceedings until it was discontinued. It was last issued on its original basis for December Quarter, 1960. For certain transitional purposes a "C" Series Index was issued for March, June and September Quarters of 1961 (see Section III. of appendix to Labour Report No. 48, 1960).
- (iv) *The "D" Series Index*, derived by combining the "A" and "C" Series Indexes, was used by the Commonwealth Court of Conciliation and Arbitration from May, 1933 to May 1934, and then discontinued.
- (v) *The Interim Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking, certain services and some other miscellaneous items) was first compiled in 1954 with the year 1952-53 as base = 100. As its title indicated, it was constructed as a transitional index. Its

compilation was discontinued following its replacement by the Consumer Price Index in June Quarter, 1960.

An index of retail price movements from 1901 to 1964 is shown on page 38 of this Labour Report. It is derived by linking together successive indexes (the "A" Series, the "C" Series, and the Consumer Price Index) available for that period.

**2. The "Court" Index.**—In 1937 the Commonwealth Court of Conciliation and Arbitration introduced a "Court" Index for the purpose of making automatic quarterly adjustments to the basic wage within its jurisdiction. A "Court" Index (Second Series) was created by the Court in 1946 and a "Court" Index (Third Series) in November, 1950, to provide for automatic adjustment of the increased amounts of adjustable basic wage then determined by the Court at those dates. By decision of the Court the "Court" Index ceased to be issued by the Industrial Registrar as at the December Quarter, 1953. These "Court" Indexes were an arithmetical conversion of the "C" Series Retail Price Index.

### § 5. Consumer Price Index.

**1. Introduction.**—This retail price index was first compiled in 1960, retrospectively to September quarter, 1948. It replaced both the "C" Series Retail Price Index and the Interim Retail Price Index in official statistical publications of the Bureau. Initially, series were compiled for the six State capital cities, with a series for Canberra being first published in 1964.

The title "Consumer Price Index" is used for purposes of convenience and does not imply that the index differs in definition or purpose from previous retail price indexes. A longer but more completely descriptive title would be "Consumer Series Retail Price Index Numbers". For practical purposes the terms "retail prices" and "consumer prices" are synonymous. The Consumer Price Index is designed to measure quarterly variations in retail prices of goods and services representing a high proportion of the expenditure of wage-earner households in the aggregate. (See "(i) General" on page 8.)

The incidence and frequency of changes in the pattern of household expenditure since 1950 have been such as to render it necessary to construct not one but a series of new indexes introducing additional items and changes in weighting patterns at short intervals between 1949 and 1964. For this period, to obtain a continuously representative measure of retail price change, these now necessarily replace the types of indexes which had a constant list of items and a constant set of weights and kept them unchanged for extensive periods. The Consumer Price Index therefore consists of a sequence of five short term Retail Price Indexes chain linked at June quarter, 1952, June quarter, 1956, March quarter, 1960, and December quarter, 1963, into one series with reference base year 1952-53 = 100.0.

**2. Origin.**—The list of component items and the weighting pattern of the "C" Series Retail Price Index, first adopted in 1921, were slightly revised by Conference of Statisticians in 1936, but otherwise continued almost unchanged until the index was discontinued in 1960. The reasons for this, and the circumstances which led to the present Consumer Price Index, appear from ensuing paragraphs.

From the outbreak of war in 1939 to late in 1948, periodic policy changes in various war-time controls (including rationing) caused recurrent changes in consumption and in the pattern of expenditure. This rendered changes

desirable but made it impracticable either to produce a new index, or to revise the old one, on any basis that would render the index more representative than it already was of the changing pattern of household expenditure in those years. When commodity rationing had virtually ceased in the latter part of 1948, action was taken by the Statistician to collect price data of about 100 additional items and to gather information as to current consumption and expenditure patterns. This was done to facilitate review of the component items and weighting system of the "C" Series Retail Price Index in the light of the new pattern of wage-earner expenditure and consumption that appeared to be then emerging. But there supervened, in the next few years, conditions which caused wide price dispersion coupled with a very rapid rise in prices and a new sequence of changes in consumption and in the pattern of wage-earner expenditure. Under these conditions it was not possible to devise any new weighting pattern likely to be more continuously representative of conditions then current than was the existing "C" Series Index on the 1936 revision.

A Conference of Statisticians considered the matter in June, 1953, and resolved (in part) as follows:—

- "(a) That, in view of the persistence of recurrent changes in the pattern of consumer expenditure in the post-war period, it is undesirable to make a general revision of the list of items and weighting system of the "C" Series Retail Price Index at present, unless industrial tribunals expressly desire some revision for special purposes.
- (b) That an Interim Retail Price Index be compiled with putative weights and components representative, as nearly as may be, of the post-war pattern of consumer usage and expenditure."

The "C" Series Index continued to be compiled on its pre-war basis without significant change in procedures. The Interim Retail Price Index was introduced in 1954 and continued until March quarter, 1960.

The Interim Index was a transitional index designed to measure retail price variations on the "C" Series model in terms of post-war consumption weights, as emerging in the early 1950's. It embraced a wider range of commodities and services than did the "C" Series Index, but it did not take into account successive major changes in the pattern of expenditure and modes of living that occurred between 1950 and 1960. These changes could not, in fact, be detected and measured promptly, and incorporated into an index concurrently with their happening. Nor was it envisaged as desirable to adopt fundamentally new procedures in price index construction until it was fully evident that far-reaching procedural changes were necessary to meet the situation.

In this period, home-owning largely replaced house-renting, the use of the motor car greatly increased and partly replaced use of public transport, and various items of electrical household equipment and television came into widespread use. The impact of these (and other) changes in usage upon the pattern of household expenditure was heightened by disparate movements in prices. Together they rendered nugatory the attempt to meet the situation by devising a single Interim Retail Price Index. As studies progressed and new data became available, it was clear that no single list of items and no single set of fixed weights would be adequately representative as a basis for measuring



retail price changes at all times throughout the post-war period. In consequence, the situation was met by compiling the Consumer Price Index constructed as a chain of linked indexes with significant changes in composition and weighting effected at short intervals.

**3. Purpose, Scope, and Composition.**—(i) *General.*—The Consumer Price Index is a quarterly measure of variations in retail prices for goods and services representing a high proportion of the expenditures of wage-earner households. The weighting pattern relates to estimated aggregates of wage-earner household expenditures and not to estimated expenditures of an “average” or individual household of specified size, type, or mode of living. In this way it is possible to give appropriate representation to owner-occupied houses as well as rented houses and to include motor cars, television sets, and other major expenditures which relate to some households and not to others.

Consumer (retail) price indexes are sometimes loosely called “cost of living indexes” and are thought to measure changes in the “cost of living”. Neither the Consumer Price Index, nor any other retail price index, measures changes in the cost of living that result directly from changes in the mode or level of living. Changes of that kind are matters for consideration apart from price indexes. But the change in prices of goods and services is a very important part of the change in the cost of living and this part is measured by consumer (retail) price indexes. (*See also* § 3, para. 1, page 4.)

The Consumer Price Index covers a wide range of commodities and services arranged in the following five major groups:—

- Food
- Clothing and Drapery
- Housing
- Household Supplies and Equipment
- Miscellaneous.

These groups do not include every item of household spending. It is both impracticable and unnecessary for them to do so. Prices are collected regularly for specified quantities and qualities of a large and representative selection of commodities and services. Movements in the prices of these items, when combined in suitable proportions, provide a representative measure of price change as affecting a high proportion of the expenditure of wage-earner households.

The index is designed only to measure the proportionate change in prices as combined in the individual groups and the total of the groups in the index. Minor sub-groups of the index or any specially selected items do not necessarily provide comprehensive and valid measures of price changes within their own particular fields. Nor would they necessarily measure the relative influence of those classes of items in aggregate variations in prices. These are separate problems beyond the functions of the Consumer Price Index.

(ii) *Composition and Weighting.*—A comprehensive view of the present composition and weighting of the Consumer Price Index is given in the table on page 9 and a more detailed table including the list of items and their weights appears on pages 31–37. The weights shown are those comprised in the index for the six State capital cities combined. Broadly, they are in proportion to estimated consumption in 1961–62 (*see* “(iii) *Basis of Weighting*” on page 11) valued at the relevant prices of December quarter, 1963. They indicate the relative influence given to the various components in measuring the degree of price change in the index from December quarter, 1963 (i.e. from the beginning of the current linked series).

## CONSUMER PRICE INDEX.

COMPOSITION AND WEIGHTING PATTERN AS AT DECEMBER QUARTER, 1963  
FOR THE SIX STATE CAPITAL CITIES COMBINED.

Group, Section, etc.	Percentage Weight.	
	Section, etc.	Group.
FOOD—		32.1
Cereal Products—Bread, flour, biscuits, rice, and breakfast foods	4.0	
Dairy Produce—Milk, cheese, butter and eggs .. ..	7.1	
Potatoes, Onions, Preserved Fruit and Vegetables—		
Potatoes and onions, canned and dried fruits, and canned		
and frozen vegetables .. ..	1.9	
Soft Drink, Ice Cream and Confectionery .. ..	4.0	
Other (except Meat)—Sugar, jam, margarine, tea, coffee, baby		
foods, and sundry canned and other foods .. ..	4.1	
Meat—Butcher's (Beef, mutton, lamb and pork) .. ..	9.1	
Processed (Bacon, smallgoods and canned meat) ..	1.9	
CLOTHING AND DRAPERY—		16.9
Men's Clothing .. ..	4.1	
Women's Clothing .. ..	6.5	
Boys' Clothing .. ..	0.6	
Girls' Clothing .. ..	1.0	
Piecegoods, etc.—Wool, cotton, and rayon cloth, nursery squares		
and knitting wool .. ..	1.0	
Footwear—Men's, women's and children's .. ..	2.7	
Household Drapery—Bedclothes, towels, tablecloth, etc. ..	1.0	
HOUSING—		12.6
Rent—Privately owned houses .. ..	2.8	
Government owned houses .. ..	0.8	
Home Ownership—House price .. ..	5.2	
Rates .. ..	2.6	
Repairs and Maintenance .. ..	1.2	
HOUSEHOLD SUPPLIES AND EQUIPMENT—		14.5
Fuel and Light—Electricity .. ..	2.4	
Gas .. ..	1.3	
Other (Firewood and kerosene) .. ..	0.9	
Household Appliances—Refrigerator, washing machine, stoves,		
radio set, television set, vacuum cleaner, electric iron, etc. ..	3.6	
Other Household Articles—		
Furniture and Floor Coverings .. ..	2.2	
Kitchen and Other Utensils, Gardening and Small Tools ..	0.9	
Household Sundries (Household soaps, etc.) .. ..	1.0	
Personal Requisites (Toilet soap, cosmetics, etc.) .. ..	1.1	
Proprietary Medicines .. ..	1.0	
School Requisites .. ..	0.1	
MISCELLANEOUS—		23.9
Transport—Fares—Train .. ..	1.2	
Tram and bus .. ..	1.9	
Private Motoring—Car purchase .. ..	3.0	
Car operation .. ..	4.4	
Tobacco and Cigarettes .. ..	3.9	
Beer .. ..	3.8	
Services—Hairdressing (Haircuts, wave, etc.) .. ..	0.7	
Drycleaning .. ..	0.5	
Shoe Repairs .. ..	0.3	
Postal and Telephone Services .. ..	0.9	
Other—Radio and Television operation .. ..	1.3	
Cinema Admission .. ..	0.7	
Newspapers and Weekly Magazines .. ..	1.3	
Total .. ..	100.0	100.0

NOTE.—The weights should not be regarded as dissecting total household expenditure into its component parts (see page 13).

(iii) *Index Numbers Compiled.*—The index has been compiled for each quarter from September quarter 1948, and for each financial year from 1948–49. (See tables on pages 22–30.)

“All Groups” index numbers, and Group index numbers for each of the five major groups, are compiled and published regularly for the six State capital cities, separately and combined, and for Canberra. The reference base for each of these indexes is: Year 1952–53 = 100.0. Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

The separate city indexes measure price movements within each city individually. They enable comparisons to be drawn between cities as to differences in degree of price movement from period to period, but not as to differences in price level.

The separate group indexes measure price movements of each group individually. They enable comparisons to be drawn as to differences in the degree of price change in the different groups, but do not show the comparative cost of the different groups.

The index for the six State capital cities combined is a weighted average of individual city indexes. From the beginning of the current linked series (i.e. December quarter, 1963) the relative weighting of the cities concerned is in proportion to their populations at the 1961 Census. These were as follows:—

	Population.				
	'000				
Sydney .. .. .	..	..	..	..	2,183
Melbourne .. .. .	..	..	..	..	1,912
Brisbane .. .. .	..	..	..	..	622
Adelaide .. .. .	..	..	..	..	588
Perth .. .. .	..	..	..	..	420
Hobart .. .. .	..	..	..	..	116
<b>Total</b> .. .. .	..	..	..	..	<b>5,841</b>

4. *Structure.*—(i) *A Chain of Linked Indexes.*—Substantial changes have occurred in consumer usage and patterns of expenditure since the 1939–45 War. In order to keep the weighting pattern representative of current expenditures it has been necessary to construct indexes with additional items and changes in the weighting pattern at intervals, rather than on the basis of a list of items and set of weights that remained unchanged throughout the whole period covered. For the six State capital cities, five series for short periods (namely, from the September quarter of 1948 to the June quarter of 1952; from the June quarter of 1952 to the June quarter of 1956; from the June quarter of 1956 to the March quarter of 1960; from the March quarter of 1960 to the December quarter of 1963; and from the December quarter of 1963 onwards) have therefore been constructed and linked to form a continuous retail price index series known as the Consumer Price Index.

The changes effected in the March quarter, 1960, link in the six State capital cities were those associated with the introduction of television into the index. In Canberra, television did not operate until 1962 and the inclusion of this item in the index series for Canberra was incorporated in the link of December quarter, 1963. With this exception, the points of linking and the nature of changes in composition and weighting effected at these points of time have been the same for Canberra as for the six State capital cities.

During each period between links the items and weighting remained unchanged. At times of linking, the weighting pattern was altered and new items (mainly ones that had become significant in household expenditure) were introduced. (See table on page 12.) Under this method, average percentage price movements are assessed on one pattern up to the time of the link and on another pattern thereafter. The process of linking ensures that the index reflects only price variations and not differences in cost of the old and new lists of items. The introduction of new items and weights by linking does not, of itself, raise or lower the level of the index.

(ii) *Comparison of the Linked Series.*—The Consumer Price Index is a chain of "fixed weight aggregative" indexes, with significant changes in composition and weighting effected at June quarter, 1952, June quarter, 1956, March quarter, 1960, and December quarter, 1963. The principal changes have been:—

- (a) the introduction of private motoring (June quarter, 1952), of television (March quarter, 1960 for the six State capital cities and December quarter, 1963 for Canberra) and the introduction of furniture (December quarter, 1963);
- (b) altered proportions of houses under the various modes of occupancy (June quarters, 1952 and 1956 and December quarter, 1963); and
- (c) changes in weights of fuel and fares (June quarters, 1952 and 1956 and December quarter, 1963) and of private motoring (June quarter, 1956 and December quarter, 1963).

It is envisaged that future links will be made in the index when significant changes in the pattern of household expenditure render it necessary to do so.

The table on page 12 indicates group and sub-group weighting patterns in the index at the beginning of each linked period together with the proportionate contribution of specified sections at the end of each of the first four linked periods. The differences between the proportions at the beginning and end of each linked period reflect disparate price movements over that period. The differences in proportions between the end of one period and the beginning of the next reflect changes in composition or weighting.

(iii) *Basis of Weighting.*—For most of the items included in the index, the weights used from the beginning of the current linked series (i.e. from December quarter, 1963) are based on the pattern of consumption of the years 1957–58 to 1961–62. The pattern of consumption of the years 1952–53 to 1956–57 was the basis for such items for periods up to December quarter, 1963. In some important fields, weights relevant to short-term conditions have been used in each of the linked series which constitute the Consumer Price Index. The principal fields affected are Fuel and Light, Transport, Household Appliances, and Housing.

The resultant sets of index weights are broadly typical of the patterns of consumption of:—

- 1948–49: for periods up to June quarter, 1952;
- 1952–53: for periods from June quarter, 1952 to June quarter, 1956;
- 1956–57: for periods from June quarter, 1956 to March quarter, 1960;
- 1956–57 (adjusted to incorporate television in the case of the six State capital cities): for periods from March quarter, 1960 to December quarter, 1963;
- 1961–62: for periods from December quarter, 1963.

## CONSUMER PRICE INDEX: COMPARISON OF THE FIVE LINKED SERIES.

For interpretation of this table see paragraph 4 (ii) on page 11.

Group, etc.	Percentage Contribution to Total Index (Weighted Average of Six State Capital Cities).								
	First Linked Series.		Second Linked Series.		Third Linked Series.		Fourth Linked Series.		Fifth Linked Series.
	June Quarter, 1949 (a)	June Quarter, 1952.	June Quarter, 1952.	June Quarter, 1956.	June Quarter, 1956.	March Quarter, 1960.	March Quarter, 1960.	December Quarter, 1963.	December Quarter, 1963.
Food Group .. .. .	Per cent. 31.3	Per cent. 35.7	Per cent. 33.6	Per cent. 34.3	Per cent. 33.7	Per cent. 33.0	Per cent. 32.1	Per cent. 31.6	Per cent. 32.1
Clothing and Drapery Group ..	22.8	23.0	21.6	20.0	19.7	19.5	19.0	18.8	16.9
Housing Group—									
Home Ownership .. .. .	5.4	5.1	6.5	7.2	7.8	8.1	7.8	8.4	9.0
Rent of Privately Owned Houses ..	5.7	3.9	2.2	2.5	1.8	2.0	2.0	2.7	2.8
Rent of Government Owned Houses..	0.3	0.2	0.7	0.8	0.9	0.9	0.9	0.9	0.8
Household Supplies and Equipment Group—									
Fuel and Light .. .. .	3.5	3.7	3.8	3.7	4.3	4.3	4.2	4.2	4.6
Household Appliances .. .. .	4.2	3.6	3.3	2.8	2.7	2.5	4.5	4.0	3.6
Other Household Articles .. .. .	5.4	4.9	4.6	4.4	4.6	4.7	4.5	4.4	6.3
Miscellaneous Group—									
Transport—Fares (train, tram and bus)	6.3	6.1	4.4	4.8	3.7	4.5	4.4	4.7	3.1
Private Motoring .. .. .	(b)	(b)	6.1	5.8	7.4	7.1	6.9	6.6	7.4
Tobacco and Cigarettes .. .. .	5.6	4.5	4.2	4.3	4.2	4.0	3.9	3.8	3.9
Beer .. .. .	4.6	4.2	4.0	4.5	4.4	4.2	4.1	4.1	3.8
Services, Cinema, Radio and Television Licences, and Newspapers, etc. ..	4.9	5.1	5.0	4.9	4.8	5.2	5.7	5.8	5.7
Total .. .. .	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Originally compiled as start of first linked series. This series subsequently taken back (on this basis) to September quarter, 1948. included as from December quarter, 1963, with percentage contribution to total index of 1.7 per cent.

(b) Not included.

(c) Furniture

The sets of weights used for the successive periods covered by the index have been derived from analyses of statistics of production and consumption, the Population Censuses, the Censuses of Retail Establishments and the continuing Survey of Retail Establishments, from information supplied by manufacturing, commercial and other relevant sources, and from special surveys.

In the main, the weights for items are derived from estimates of average household consumption or expenditure for the community as a whole. The principal exceptions are:—

- (a) The proportionate weighting of the various modes of occupancy of houses, and the weighting generally in the Housing Group, are as estimated for wage and salary-earner households (in the individual cities).
- (b) The weights for private motoring, tobacco and cigarettes, beer and some services have been adapted to accord with notional estimates of expenditure by wage-earner households.
- (c) Local weights for the individual cities are used for some items.

A common pattern of consumption for all cities is used as the basis of weighting in most fields of the index. But there are some important exceptions. Local weights for individual cities are used for the following:—

- (a) Housing: As described above.
- (b) Fuel and Light, and Fares: The weight for each item included is as estimated from particulars of consumption, revenue, etc., in the individual cities. For each item the several price series used, and their combining weights, are representative of local usage.
- (c) Meat: In Brisbane and Hobart (only) the sub-sections beef, mutton, lamb and pork are combined in local proportions.
- (d) Private Motoring: In Canberra, the weight for the motoring section is higher than the common weight used in the State capital cities, in accordance with the higher level of consumption estimated for Canberra.
- (e) For some minor items in one or more cities.

Basic data for many of the item weights were obtained initially from particulars of quantities consumed. Refinements were made where necessary so that item weights would reflect the approximate relative importance of the items (sometimes including similar items not directly priced) in terms of expenditure. Group and section weights were checked as far as possible against independent estimates of expenditure. Nevertheless, the index is essentially a combination of selected items under various headings and not a dissection of total household expenditure into its component parts. The weights should not be regarded as direct estimates of the pattern of household expenditure. They differ from estimates of that kind because:—

- (a) Some items carry the weight of others not directly priced.
- (b) Group and section weights do not necessarily include expenditure on all items that could be classified under the headings used. For example, the Fares sub-section covers only suburban travel by rail, tram and bus. It does not include travel to other cities or towns. The Food Group does not include fresh fruit or fresh vegetables other than potatoes and onions. In the Housing Group, the expenditure weight for rent of privately owned houses adopts the level of rents of four, five and six roomed houses let unfurnished and

it does not take account of different levels of rents for smaller or larger houses, for furnished houses, or for furnished or unfurnished flats. Home Ownership is represented only by house price, rates etc., and repairs and maintenance. Costs of land and interest charges on instalment purchase transactions are not included.

- (c) Some fields of expenditure are not represented at all, e.g. hire-purchase charges, and medical, dental, and hospital fees.

Tables showing the item and group weights of the index are provided herein to assist prospective users in an understanding of the index. The weights are designed as suitable for measuring changes in retail prices within the definition of the index, and do not purport to be valid estimates for any other purpose.

**5. Prices and Standards.**—(i) *General.*—The manner in which the main body of prices used in the index are ascertained, and methods used to ensure accuracy and the comparability of prices from period to period, are briefly described in §1 on pages 1 and 2 of this chapter. The following paragraphs describe in more detail certain of these aspects. Special features of particular components of the index are also dealt with in para. 6 and para. 7 on pages 15 to 21.

(ii) *Bargain and sale prices, etc.*—Prices used in the index are those actually being charged for normal cash purchases of new articles. "Bargain" or "sale" prices of imperfect goods or discontinued lines are not used.

Prices of some goods are at times, or generally, subject to special discounts, nominal trade-ins, etc. Unless the proportion of such discounts increases or decreases cumulatively the precision of the price index as a measure of ratio of price change is not materially affected. If the proportion changes significantly, its effect on transaction prices is reflected in the index.

Methods of selling are kept under review. Significant changes such as the widespread growth of self-service sales of groceries are taken into account in the index (see "(ii) Groceries" on page 15).

(iii) *Specification of Standards.*—To maintain comparability, prices must obviously be collected for specified standards of the commodities and services listed. In general, the standards selected are those which command a considerable volume of sales and which appear likely to remain representative.

Specifications for an item define, where applicable, the unit of quantity to be priced, the grade, quality, size, style, etc., and in some cases the brand and the particular line or model of that brand. For items (e.g. some of the staple foods) where significant variations in quality do not normally occur the specifications are fairly simple and define only the quantity and grade to be priced. For some items a number of brands, etc. are specified as acceptable equivalents. In some cases the officers engaged in collecting prices are equipped with a sample article of the specified standard to ensure uniform treatment at all times.

In the case of many manufactured goods there is a variety of brands and lines spread over a wide range of qualities and prices. For some of these no single standard is sold in sufficient quantity to be representative of the whole field. Some lines have a relatively short life before they are replaced in production by other lines. Where these circumstances exist separate specifications are prepared, and prices are collected separately, for a number of selected lines of various brands. This ensures that information on price changes is available to construct series of price relatives for use in the index.

(iv) *Continuity of Standards.*—As long as the articles and standards originally specified remain available and representative, there is no difficulty in compiling continuous price series. In practice, however, it often becomes necessary to alter specifications, particularly for those manufactured goods that are subject to fashion changes, technological developments, or frequent changes of model.

When a change in specifications is superficial only, or where an article can be replaced in the index by another of equivalent quality, the prices of the new article are treated as being directly comparable with the former series. That is, the new article is directly substituted for the old because no change in standard is involved.

When a change in standard occurs, the common practice is to neutralize it by the simple device of "splicing" the price series for the new article to the price series for the old. The level of the price series is not affected at the point of splicing. A continuous price series is built up using the old article for measuring price changes up to the time of the splice and the new article thereafter.

In some cases, simple splicing of the prices of the new article to the existing price series is not a satisfactory way of neutralizing changes in standard. This situation occurs, e.g. when the price of a new model of an article reflects not only the extent of modifications but also a degree of price change, upwards or downwards, for reasons quite distinct from these modifications. In these circumstances a simple splicing of the old and new prices would eliminate the elements of pure price changes as well as the elements of change in standard. It is necessary in such cases to assess the degree of pure price change involved and reflect this in the price series before splicing.

Maintenance of continuity in prices and standards is based on assessment of relevant facts gathered by the Supervising Field Officers and specialist investigators. Manufacturers, importers, wholesalers and retailers co-operate in this work.

Problems in this field are intensified by the growing complexity of consumer goods and by the wider coverage of the list of items of the Consumer Price Index. However, it is believed that the procedures outlined keep margins of error within relatively small limits, with no cumulative tendency in either direction. These problems continue to receive close attention.

**6. Notes on Some Index Components.**—(i) *General.*—The procedures already described apply generally throughout the index. The following paragraphs outline certain special features of particular index sections. A comprehensive account of the Housing Group is given in para. 7 on pages 16 to 21.

(ii) *Groceries.*—Prices used for groceries are obtained from both service and self-service stores. In each city the numbers of stores chosen from each type are in approximate proportion to their relative importance in retail grocery sales in that city. Regular checks are made and the proportions are varied when necessary. By these means due influence is given to each type of store in the averaging of prices.

(iii) *Seasonal Clothing Items.*—Normally, summer seasonal and winter seasonal items are priced, in accordance with long standing practice, only in one relevant seasonal quarter. Price changes since the corresponding quarter of the previous year are then taken into the index. Price changes for winter and summer seasonal clothing affect the index in the June and December quarters respectively.



(iv) *Fuel and Light*.—Significant changes in the weights for this section, and in the proportionate weightings of its subsections, were effected as at the links of June quarter, 1952, June quarter, 1956, and December quarter, 1963. Individual city weights are used. Present weightings are as estimated for 1961–62 by analysis of consumption statistics and by special inquiries and surveys. For the pricing of electricity and gas, particulars of rates charged under various domestic tariffs are ascertained each quarter from major distributors in each capital city. These rates are combined according to their estimated relative importance in 1961–62 in accounts of domestic consumers. Prices used are those applying to accounts issued on the 15th of the middle month of the quarter. Where discounts for prompt payment are allowed, prices net of discount are used.

(v) *Household Appliances*.—Prices are ascertained for representative models of various brands. The average percentage change in prices of these models is used to vary a basic expenditure weight for each item. Generally, minor modifications in the models are regarded as not significantly affecting standards. Where distinctive and important features are added or removed, the procedures described in “(iv) Continuity of Standards” on page 15 are applied. Prices used in the index are cash prices for new articles (*See also* “(ii) Bargain and sale prices, etc.” on page 14). Hire purchase charges are not taken into account.

(vi) *Fares*.—The item “fares” in the index relates to train, tram and bus fares in the city and suburban areas. It does not include travel beyond the metropolitan area. Separate price indexes are compiled for train fares and for tram and bus fares. These are applied to basic expenditure weights determined for each city individually. Significant changes in weighting were effected at the links of June quarter, 1952, June quarter, 1956, and December quarter, 1963. The present weighting is as estimated for 1961–62 in each city. For each fares index, changes in fares are ascertained for about 40 selected representative journeys. The list of journeys is revised from time to time to meet changing conditions but corresponding journeys are always used for price comparisons between successive quarters. The journeys are specified as between defined points, usually one in the city and the other in the suburbs. For tram and bus fares, points are selected at representative picking-up and setting-down points whether or not they are section stops. Journeys are chosen to give due representation to the various routes and to both short and long trips. In post-war years, buses have replaced trams on many routes, and government bus services have replaced privately-owned services. These have usually been regarded as cases of replacement by equivalent services and the specified point-to-point journeys have been “priced” in the usual manner. For the index of train fares, prices are obtained for single and return tickets and the various periodical tickets. These are combined in fixed proportions using weights derived from ticket sales.

(vii) *Private Motoring*.—New motor cars are priced in the same way as household appliances, and the same procedures are followed in collection and compilation. For the remainder of the sub-section, a basic expenditure weight is distributed over the items represented in accordance with their estimated relative importance.

**7. The Housing Group.**—Parts (i) to (vii) of this paragraph contain a detailed description of the Housing Group of the Consumer Price Index for the six State capital cities. The same principles are followed in the construction of the Housing Group of the Consumer Price Index for Canberra, but see part (viii) of this paragraph concerning special aspects of the Canberra Housing Group.

(i) *General.*—The Housing Group of the index is constructed as a combination of three sectors comprising three principal modes of occupancy of unfurnished houses. Flats are not represented in the index, but the position is being kept under review. Shares of houses and furnished dwellings are not taken into account because they have not hitherto been relatively numerous in respect of wage-earner households. The three sectors of households directly represented are:—

- (a) those renting a house from a private owner;
- (b) those occupying a house let by a State housing authority under a government rental-housing scheme; and
- (c) those that own or are purchasing the house which they occupy.

These are combined in appropriate proportions in each city. The combining weights used are in proportion to the numbers of wage and salary-earner households in the respective sectors in each city. At times of linking, the weights have been changed. For periods up to June quarter, 1952, proportions as at 1947 Census were adopted. For periods from June quarter, 1952, to June quarter, 1956, proportions as at 1954 Census were used. For periods from June quarter, 1956 to December quarter, 1963, the proportions as estimated for the year 1956–57 were used. For periods from December quarter, 1963, the proportions are as at 1961 Census. These proportions will be reviewed periodically.

At the time of first compilation of the Consumer Price Index extensive investigations had indicated that no single housing component such as rent or house price was likely to prove adequate as a measure of price changes affecting the housing expenditure of wage-earner households in the period 1950–1960. Not only were housing price changes highly diverse but modes of house occupancy changed radically. Over a period of about seven to ten years private house renting diminished from a major to a minor mode of house occupancy. It also became evident that private house renting was unlikely to revive quickly. This made it essential to undertake the task of devising relevant measures of price changes as affecting owner-occupied houses. The method adopted was the practical one of using in the housing component those prices or charges that could be periodically ascertained for goods and services which have an important influence on housing expenditure of wage-earner households. Cost of land is not considered to be relevant to the retail price index defined herein, and is excluded. Interest charges present special difficulties of concept and measurement for which no generally acceptable solution has been found. They are not included in the index. It is considered that the resultant items included form a sufficiently broad and representative housing component for a retail price index over the period covered. The elements of the situation may change and will be kept under review.

(ii) *Rent of Privately Owned Houses.*—Returns of weekly rents for unfurnished houses of four, five and six rooms are obtained at the middle of each quarter from house agents in each city. These returns cover an extensive sample of houses (currently numbering about 3,000 for all cities) selected by the Field Officers as being of reasonable standard and suitable for inclusion. Information thus obtained is used to compile measures of percentage price change for rents. The sample is reviewed from time to time. Corresponding groups of houses are used to compare rental charges from quarter to quarter. Separate measures are calculated for categories covering four, five and six-roomed houses with external walls of brick and of wood. Average percentage changes shown by these measures are applied to basic average rentals. Four and five-roomed houses only were used in index calculations up to December quarter, 1963.

Since then (i.e. from the beginning of the current linked series) six-roomed houses have been included in index calculations. Both the basic rentals and the proportionate weights for combining the categories are derived from Census particulars of wage and salary-earner households in each city individually. The Census of 1947 provided the basis of weighting used up to the link of June quarter, 1952; the Census of 1954 provided the basis from June quarter, 1952 to December quarter, 1963; and the Census of 1961 provides the basis for periods from December quarter, 1963. Periodically since the Census of 1954, variations in house rents, so ascertained, have been checked by field surveys covering samples of privately rented houses. These samples have been derived from 1954 and 1961 Census records.

(iii) *Rent of Government-Owned Houses.*—In most cases, tenancy of a government-owned house includes an option to purchase. When the option is taken up, the tenant becomes a purchaser by instalments and is usually regarded as having made some payment of principal on the house by virtue of the weekly payments previously made as “rentals”. The index measure here used for government “rents” relates to weekly payments for houses where the option to purchase has not been taken up.

Information on changes of rents for metropolitan houses is obtained each quarter from State Housing authorities. Normally they are the rents actually paid, but no account is taken of rebates granted to certain tenants with small incomes. The measure relates only to those houses let for general housing purposes. Government-owned houses used for employee housing by certain government departments are not taken into account.

In the main, “rents” of tenanted government houses are not varied except at the time of infrequent general reviews (in some cities) or upon review after tenancy changes. However, over the period covered by the index, there have been relatively large increases in numbers of government-owned rented houses, and “rents” for newly completed houses have generally been substantially higher than those for the older houses because of rises in building costs. In these circumstances it is difficult to devise any overall measure of average “price” change in the rents of government houses. The method adopted has been to average all rents paid in each of a number of appropriate categories of houses (classified by size and type) and to combine the percentage changes so derived in constant proportions. Within categories the newly built houses are currently of much the same standard as the old. This measure of change in “rents” of government-owned houses relates to the average of a changing stock of houses. Thus it may not be strictly a measure of price changes only and it may need reconsideration as circumstances alter. New combining proportions were calculated at June quarter, 1952, June quarter, 1956, and December quarter, 1963. Dwellings of inferior standard, e.g. “temporary” and “emergency” dwellings, have been excluded throughout.

(iv) *Home-Ownership.*—*General.*—This section covers three important elements in the cost of home-ownership, namely, house-price, municipal, water and sewerage rates, and repairs. The impact of price changes on the costs that are represented is measured by applying to a basic expenditure weight for each item the percentage movement shown by an index of price change for that item. The three components of the Home-Ownership section are described in the following paragraphs.

(v) *House-Price.*—Few home-owner households are affected in a material sense at any particular time by the current prices of houses, but all are affected at some time or another and in any particular period there are some households that enter into new transactions at current prices. Accordingly the

total, and therefore the average, expenditure of home-owner households is directly influenced by changes in prices of houses. Because home-ownership has become a predominant mode of house-occupancy for wage and salary-earners, the impact of house-price changes, appropriately weighted, is represented in the index. Although obscured by the longevity of houses, the principle followed is closely akin to that employed for other items and changes in current prices of houses are reflected in the index. The weight of the item is a compound of a normal rate of purchase and a basic average price. The normal rate of purchase is regarded as being the rate acquisition of new houses by the community as a whole (in the capital cities) over the period covered by the index. The average annual percentage rate of acquisition of new houses from year to year was calculated by expressing numbers of new houses each year as a percentage of the existing stock of houses at the beginning of the year. This crude rate was refined to give the acquisition rate for a constant population. In the main, the estimates were based on the inter-censal periods 1947 to 1954 and 1954 to 1961 and were derived from Census data and statistics of new building. The acquisition rate was multiplied by a basic average price to obtain the basic average expenditure weight for the item. The basic average price was derived from details of costs of houses built during appropriate periods. The expenditure weight is common for all State capital cities.

Prices and other particulars are ascertained each quarter from private and governmental bodies engaged in constructing, or financing the purchase of, houses for home ownership. The prices collected are contract prices, sale prices (adjusted to exclude land), or, in some cases, estimated building costs per square (i.e. per 100 square feet). These are obtained for houses in selected representative categories classified by size, type of construction and material of walls. Houses within each category are believed to be comparable over relatively short periods. But the problem of measuring long-term changes in the price of houses in terms of constant quality is intractable, and it may prove to be impossible to assess the net significance of the many interacting trends (e.g. in style, finish, fixtures and amenities, height of ceiling, quantity and grade of materials used, etc.) that may affect house "quality". Prices used in the index are therefore approximate. To smooth out random fluctuations in price data for short periods, twelve-month (or four-quarter) moving averages are computed.

(vi) *Rates*.—This item covers rates and charges levied on home-owners by local government authorities (including water and sewerage authorities) in each metropolitan area to meet the costs of the various services provided (e.g. water supply, sewerage, garbage disposal, street and footpath maintenance, drainage, street lighting, and health services) as well as amenities (such as parks, gardens, swimming pools and bathing facilities, libraries, etc.) and the costs of administration.

Rates and charges for each year are ascertained from the local authorities for an extensive sample of metropolitan house properties (currently numbering about 4,500 for all cities) selected from Census records of houses of four to six rooms, occupied by wage and salary-earner households and owned or being purchased on instalments by the occupier. The sample used until 1962-63 was selected from the Census of 1954 while the sample used since then was selected from the Census of 1961. The sample excludes properties in predominantly rural areas and in newly developing areas where changes in the valuations on which rates are assessed are largely associated with provision of additional services and facilities.

Indexes of price change for rates are calculated from the amounts of rates payable on the sample properties, using identical properties with unchanged services for the comparison between successive periods. These indexes are used to vary basic average amounts of rates payable in an appropriate base year for each Local Government Area, and a weighted average is derived therefrom. The basic average amounts used for the period from December quarter, 1963 are based on the average amounts of annual rates paid by the 1961 sample house properties in the year ended December quarter, 1963.

Different practices exist between cities, and between authorities in the same city, as to fiscal or rating years (e.g. some commence in January and some in June), the times of issue of rates notices, and the dates on which rates fall due for payment. Broadly, changes in rates are reflected in the Consumer Price Index in the quarters during which the majority of accounts are paid.

(vii) *Repairs and Maintenance.*—For the weighting of this sub-section, estimates of average expenditure by home-owners on house repairs and maintenance, and of the relative importance of various items, were obtained by a sample survey in the capital cities during 1956-57. The estimates of expenditure cover only actual payments and do not impute a value to the home-owner's labour. Expenditure on alterations and additions is excluded from the index.

Prices used are the retail prices of paints, paint brushes, and certain other materials used for repairs and maintenance. Price series for these are combined in proportion to their relative importance as indicated by the survey. The resultant average percentage price change is applied to the basic expenditure weight for the subsection as a whole.

(viii) *Special Aspects of Canberra Housing Group.*—The Canberra Housing Group is constructed as a combination of two sectors comprising the two principal modes of occupancy. The two sectors of households directly represented are:—

- (a) those renting a house from the Commonwealth Government;
- (b) those that own or are purchasing the house which they occupy.

Houses rented from private owners are not included because they are a relatively unimportant mode of occupancy and because of the difficulty of measuring price change to a constant standard for this item in local conditions.

At points of linking, the weights used to combine the two sectors represented have been changed in the same way as for the State capital cities. From the beginning of the current linked series (i.e. from December quarter, 1963) the proportions used in Canberra relate to occupancy at 30th June, 1963.

The following items in the Canberra Housing Group require special mention.

(a) *House Price.*—The common basic average expenditure weight used in the State capital cities is a compound of a normal rate of purchase and a basic average price. In Canberra, a higher basic average price is used and the compounded weight for house price (before application of occupancy proportions) is therefore higher.

(b) *Rates.*—In Canberra's circumstances of infrequent revaluation of properties for rating purposes and of higher valuations generally applying to the significant numbers of new properties, it is difficult to devise any overall measure of average "price" change for general rates. The method adopted has been to average the amounts of general rates paid by the stock of private home-owners in each successive period.

Under current procedures, water rates are not levied on the basis of property valuations and it is not necessary to use an "average of stock" approach for this item.

(c) *Land Rent*.—This is an additional item which is relevant to the Canberra Housing Group only. It covers land rent paid to the Commonwealth Government by home-owners in Canberra for the lease of their home sites. Change in this item is calculated from average amount of land rent paid by the stock of private home-owners in each successive period.

As explained above, the measures used for general rates and land rent relate to averages of changing stocks. These may not be strictly measures of price change only and may need reconsideration as circumstances alter.

8. *Publication of Consumer Price Index Numbers*.—(i) *General*.—Index numbers for each quarter are first issued in mimeographed statistical bulletins available from the Commonwealth Statistician about three weeks after the end of the quarter. These bulletins contain comment on the index and on significant price movements that have occurred in the quarter under review. Tabular statements of index numbers show current figures together with a summary of index numbers for previous quarters and years.

Tables of Consumer Price Index Numbers appear regularly in the *Labour Report* and also in the *Digest of Current Economic Statistics* (monthly), *Monthly Review of Business Statistics*, *Quarterly Summary of Australian Statistics*, and *Official Year Book*.

(ii) *Tabular Statements of Index Numbers*.—The tables on pages 22 to 30 show "Group" and "All Groups" Index Numbers of the Consumer Price Index, for the six State capital cities, separately and combined, and for Canberra, for each quarter from September quarter, 1958, and each year from 1948–49.

9. *List of Items and Weights*.—The table on pages 31 to 37 sets out the List of Items of the Consumer Price Index as from December quarter, 1963. Although the items are enumerated therein in considerable detail, the total number of items listed falls appreciably short of the total number of grades, types, brands, models, etc., for which prices are obtained.

The table also sets out the weights of the groups, sections and items as comprised in the Consumer Price Index for the six State capital cities combined. The weights shown are in proportion to estimated consumption at or about 1961–62 valued at relevant prices of December quarter, 1963. They indicate the relative influence given to the various components in measuring the degree of price change in the index from December quarter, 1963 (i.e. from the beginning of the current linked series).

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## CONSUMER PRICE INDEX: ALL GROUPS INDEX NUMBERS.

SIX STATE CAPITAL CITIES AND CANBERRA.

(Base of each Index: Year 1952-53 = 100.0)(a)

NOTE.—The separate city indexes measure price movements within each city individually. They do not compare price levels as between cities.

Period.	State Capital Cities—Separately and Combined.							Canberra.
	Six State Capital Cities.(b)	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.	
Year—								
1948-49..	60.9	60.5	61.0	62.1	61.6	60.6	60.7	60.4
1949-50..	66.0	65.6	66.2	67.1	66.2	66.2	64.7	65.1
1950-51..	74.6	74.5	74.6	75.1	74.7	74.4	73.3	74.0
1951-52..	91.4	91.9	91.0	91.8	91.4	90.4	90.4	91.1
1952-53..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1953-54..	102.0	101.6	102.0	102.0	102.3	103.0	105.0	102.9
1954-55..	102.6	102.3	102.0	102.9	103.5	105.2	104.9	104.2
1955-56..	106.9	105.7	108.1	106.3	106.9	107.9	110.2	107.8
1956-57..	113.1	112.9	114.0	112.0	111.1	112.9	116.9	113.3
1957-58..	114.2	114.5	114.4	114.4	111.9	113.6	117.0	114.0
1958-59..	116.0	115.3	116.6	118.2	114.5	114.7	118.7	115.4
1959-60..	118.9	117.8	120.0	121.2	118.0	116.9	120.8	117.8
1960-61..	123.8	122.1	125.9	125.4	122.9	121.2	127.5	121.4
1961-62..	124.3	122.6	126.3	127.3	122.5	121.6	128.1	123.1
1962-63..	124.5	123.2	126.2	127.7	122.1	122.2	128.0	123.4
1963-64..	125.7	124.5	127.1	129.0	123.5	123.8	129.4	124.3
Quarter—								
1958-59—								
September	114.9	114.8	114.9	116.7	113.5	114.4	117.7	114.6
December	115.8	115.2	116.4	117.9	114.2	114.3	118.7	115.2
March ..	116.3	115.5	117.1	119.0	115.0	114.7	119.1	115.4
June ..	116.8	115.8	117.9	119.1	115.3	115.5	119.3	116.3
1959-60—								
September	117.3	116.3	118.2	120.2	116.3	115.9	119.7	116.3
December	118.0	117.2	118.8	120.8	116.9	115.7	120.1	117.4
March ..	119.0	118.2	119.8	121.6	118.3	117.1	120.8	118.5
June ..	121.1	119.6	123.0	122.3	120.6	119.0	122.6	119.0
1960-61—								
September	122.5	120.8	124.9	123.6	121.5	119.8	125.8	120.5
December	123.3	121.6	125.5	125.1	122.4	120.8	127.1	121.0
March ..	124.2	122.5	126.1	126.7	123.4	121.9	128.3	121.7
June ..	125.0	123.4	127.1	126.1	124.3	122.4	128.9	122.3
1961-62—								
September	124.8	123.1	126.8	127.0	123.5	121.7	129.1	122.1
December	124.3	122.5	126.5	127.1	122.5	121.3	128.3	124.0
March ..	124.1	122.4	125.9	127.7	122.1	121.5	127.5	123.3
June ..	124.0	122.3	125.9	127.3	121.9	121.8	127.5	123.1
1962-63—								
September	124.3	122.7	126.2	127.5	121.9	122.1	127.6	123.4
December	124.4	123.2	126.2	127.6	121.9	121.7	128.2	123.7
March ..	124.5	123.3	126.0	127.8	121.9	122.3	128.0	123.2
June ..	124.9	123.7	126.4	127.9	122.5	122.8	128.2	123.4
1963-64—								
September	125.1	123.7	126.7	128.4	122.8	122.7	128.8	124.1
December	125.0	123.9	126.4	128.2	122.7	123.1	129.0	123.8
March ..	125.8	124.6	127.1	129.2	123.5	124.2	129.8	124.2
June ..	127.0	125.8	128.3	130.2	125.1	125.3	130.1	125.1
1964-65—								
September	128.5	127.3	129.6	131.9	126.9	126.6	131.7	126.6
December	130.0	128.4	131.8	133.4	128.6	126.6	133.4	128.0

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number. (b) Weighted average.

## CONSUMER PRICE INDEX: GROUP INDEX NUMBERS.

WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES.

(Base of each index: Year 1952-53 = 100.0) (a)

Period.	Food.	Clothing and Drapery.	Housing.	Household Supplies and Equipment.	Miscel- laneous.	All Groups.
Year—						
1948-49 .. ..	54.1	58.4	72.5	67.0	66.6	60.9
1949-50 .. ..	58.6	67.4	76.1	71.1	69.6	66.0
1950-51 .. ..	68.6	77.8	81.0	78.1	76.3	74.6
1951-52 .. ..	89.9	93.5	89.1	92.9	92.3	91.4
1952-53 .. ..	100.0	100.0	100.0	100.0	100.0	100.0
1953-54 .. ..	103.5	100.7	104.8	101.6	99.9	102.0
1954-55 .. ..	104.3	101.0	108.4	101.4	99.9	102.6
1955-56 .. ..	110.2	102.0	115.1	101.6	105.9	106.9
1956-57 .. ..	115.3	103.9	122.1	105.8	118.0	113.1
1957-58 .. ..	113.3	107.0	127.3	107.5	119.7	114.2
1958-59 .. ..	115.4	108.2	130.6	108.7	121.2	116.0
1959-60 .. ..	119.8	109.4	135.2	109.8	123.9	118.9
1960-61 .. ..	127.7	111.6	144.8	111.2	127.3	123.8
1961-62 .. ..	125.5	112.8	150.7	112.7	128.1	124.3
1962-63 .. ..	124.3	113.2	155.0	112.4	128.8	124.5
1963-64 .. ..	126.0	114.0	159.6	111.0	129.9	125.7
Quarter—						
1958-59—September ..	113.7	108.2	129.2	107.9	120.1	114.9
December ..	114.6	108.4	130.4	108.7	121.3	115.8
March ..	116.3	108.1	130.9	108.9	121.5	116.3
June ..	117.1	107.9	131.9	109.1	121.9	116.8
1959-60—September ..	117.9	108.3	132.5	109.4	122.3	117.3
December ..	118.4	109.2	133.9	109.6	123.0	118.0
March ..	120.3	109.5	134.8	110.0	123.8	119.0
June ..	122.6	110.5	139.4	110.2	126.4	121.1
1960-61—September ..	126.0	110.7	141.4	110.6	126.7	122.5
December ..	126.7	111.5	144.1	111.0	127.2	123.3
March ..	128.6	111.7	145.7	111.3	127.5	124.2
June ..	129.4	112.4	148.0	111.9	127.7	125.0
1961-62—September ..	128.1	112.4	148.5	112.6	127.9	124.8
December ..	125.3	112.9	150.5	112.7	128.3	124.3
March ..	124.7	112.9	151.0	112.7	128.0	124.1
June ..	123.7	112.9	152.6	112.8	128.2	124.0
1962-63—September ..	124.2	113.0	153.3	112.8	128.4	124.3
December ..	124.3	113.2	154.7	112.4	128.7	124.4
March ..	124.1	113.2	155.3	112.1	129.0	124.5
June ..	124.5	113.4	156.8	112.4	129.2	124.9
1963-64—September ..	125.0	113.7	157.9	110.6	129.7	125.1
December ..	124.5	113.7	159.0	110.8	129.5	125.0
March ..	126.0	113.8	159.9	111.1	130.1	125.8
June ..	128.5	114.6	161.7	111.4	130.3	127.0
1964-65—September ..	130.7	115.0	163.0	110.7	133.1	128.5
December ..	132.1	115.4	164.4	111.3	136.5	130.0

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.



### CONSUMER PRICE INDEX: GROUP INDEX NUMBERS SYDNEY.

(Base of each Index: Year 1952-53 = 100.0) (a)

Period.	Food.	Clothing and Drapery.	Housing.	Household Supplies and Equipment.	Mis- cellaneous.	All Groups.
<b>Year—</b>						
1948-49 .. ..	52.2	58.0	74.2	67.0	67.7	60.5
1949-50 .. ..	56.5	67.2	77.1	71.5	70.8	65.6
1950-51 .. ..	67.2	78.1	81.2	78.6	77.7	74.5
1951-52 .. ..	90.5	93.4	88.2	93.8	93.5	91.9
1952-53 .. ..	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1953-54 .. ..	102.2	100.6	105.4	102.2	99.7	101.6
1954-55 .. ..	103.2	100.9	108.8	101.8	99.7	102.3
1955-56 .. ..	108.7	101.4	114.2	101.3	104.0	105.7
1956-57 .. ..	114.2	103.5	120.0	106.5	119.7	112.9
1957-58 .. ..	112.8	106.4	126.3	109.3	121.8	114.5
1958-59 .. ..	113.4	107.5	130.2	109.1	121.9	115.3
1959-60 .. ..	117.5	108.5	133.8	109.6	124.0	117.8
1960-61 .. ..	124.4	110.3	140.7	111.5	127.1	122.1
1961-62 .. ..	121.9	111.4	147.5	113.2	127.9	122.6
1962-63 .. ..	121.1	111.8	153.4	112.8	129.3	123.2
1963-64 .. ..	122.6	112.5	160.1	111.3	130.0	124.5
<b>Quarter—</b>						
1958-59—September..	112.1	107.6	128.5	108.8	122.0	114.8
December ..	113.1	107.8	130.1	109.1	121.6	115.2
March ..	114.0	107.5	130.5	109.2	121.7	115.5
June ..	114.3	107.2	131.5	109.3	122.2	115.8
1959-60—September..	115.3	107.5	131.7	109.4	122.6	116.3
December ..	116.7	108.4	133.2	109.5	123.1	117.2
March ..	118.4	108.6	133.9	110.0	123.8	118.2
June ..	119.7	109.4	136.5	109.6	126.4	119.6
1960-61—September..	122.8	109.6	138.0	110.2	126.5	120.8
December ..	123.5	110.2	139.7	111.4	126.8	121.6
March ..	125.3	110.3	140.7	111.8	127.4	122.5
June ..	126.1	111.0	144.4	112.4	127.7	123.4
1961-62—September..	124.6	111.1	145.0	113.2	127.8	123.1
December ..	121.9	111.5	147.1	113.2	127.9	122.5
March ..	121.2	111.5	147.6	113.1	128.0	122.4
June ..	120.0	111.5	150.2	113.3	128.0	122.3
1962-63—September..	120.7	111.6	151.1	113.3	128.4	122.7
December ..	121.4	111.8	152.8	112.6	129.1	123.2
March ..	121.1	111.8	153.8	112.4	129.8	123.3
June ..	121.3	112.0	155.9	112.7	129.8	123.7
1963-64—September..	121.2	112.3	157.4	111.0	130.0	123.7
December ..	121.4	112.3	159.3	111.2	129.6	123.9
March ..	122.7	112.4	160.4	111.6	130.1	124.6
June ..	125.0	113.1	163.3	111.5	130.4	125.8
1964-65—September..	127.5	113.6	165.0	110.3	133.1	127.3
December ..	128.5	113.9	166.2	110.8	135.5	128.4

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
MELBOURNE.**

*(Base of each Index: Year 1952-53 = 100.0) (a)*

Period.	Food.	Clothing and Drapery.	Housing.	Household Supplies and Equipment.	Mis- cellaneous.	All Groups.
<b>Year—</b>						
1948-49 .. ..	54.9	58.6	76.0	66.1	64.4	61.0
1949-50 .. ..	59.2	67.5	79.9	69.9	68.3	66.2
1950-51 .. ..	69.8	77.3	84.5	76.8	74.4	74.6
1951-52 .. ..	89.4	93.0	92.0	92.0	90.8	91.0
1952-53 .. ..	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1953-54 .. ..	104.4	100.6	102.9	101.2	99.9	102.0
1954-55 .. ..	103.9	101.2	105.4	100.6	99.7	102.0
1955-56 .. ..	112.2	102.8	113.8	101.6	108.3	108.1
1956-57 .. ..	117.8	104.9	122.8	105.2	117.8	114.0
1957-58 .. ..	114.3	108.4	127.3	106.2	118.8	114.4
1958-59 .. ..	116.1	109.6	129.4	109.2	122.2	116.6
1959-60 .. ..	120.8	110.7	135.8	110.9	125.5	120.0
1960-61 .. ..	130.2	112.8	151.2	112.5	129.2	125.9
1961-62 .. ..	127.8	114.0	157.5	114.1	129.3	126.3
1962-63 .. ..	126.0	114.4	161.1	114.0	129.7	126.2
1963-64 .. ..	127.2	115.2	164.5	112.6	130.8	127.1
<b>Quarter—</b>						
1958-59—September ..	114.0	109.7	128.2	107.7	119.2	114.9
December ..	114.7	109.8	129.1	109.5	123.1	116.4
March ..	117.0	109.4	129.4	109.6	123.1	117.1
June ..	118.5	109.3	130.9	109.8	123.5	117.9
1959-60—September ..	118.8	109.7	131.5	110.2	123.6	118.2
December ..	119.2	110.6	133.0	110.4	124.1	118.8
March ..	120.8	110.9	134.3	110.9	125.3	119.8
June ..	124.2	111.6	144.3	111.9	128.9	123.0
1960-61—September ..	129.1	111.9	147.2	112.3	128.9	124.9
December ..	129.2	112.7	150.2	112.4	129.2	125.5
March ..	130.4	112.9	152.5	112.3	129.2	126.1
June ..	132.0	113.6	154.9	113.1	129.3	127.1
1961-62—September ..	130.9	113.6	155.0	113.6	129.3	126.8
December ..	128.1	114.1	157.7	114.3	129.5	126.5
March ..	126.6	114.2	158.1	114.2	129.0	125.9
June ..	125.6	114.2	159.2	114.4	129.5	125.9
1962-63—September ..	126.5	114.3	159.5	114.2	129.5	126.2
December ..	126.1	114.4	160.8	114.1	129.5	126.2
March ..	125.5	114.4	161.3	113.8	129.6	126.0
June ..	125.8	114.6	162.7	114.0	130.1	126.4
1963-64—September ..	126.7	114.9	163.7	112.1	130.7	126.7
December ..	125.7	114.9	163.8	112.4	130.3	126.4
March ..	127.0	115.0	164.6	112.7	131.0	127.1
June ..	129.5	115.8	166.0	113.2	131.2	128.3
1964-65—September ..	131.6	116.3	166.9	112.6	133.5	129.6
December ..	133.5	116.6	167.9	113.5	139.4	131.8

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

### CONSUMER PRICE INDEX: GROUP INDEX NUMBERS BRISBANE.

(Base of each Index: Year 1952-53 = 100.0) (a)

Period.	Food.	Clothing and Drapery.	Housing.	Household Supplies and Equipment.	Mis- cellaneous.	All Groups.
Year—						
1948-49 .. ..	56.4	59.2	67.1	68.6	69.2	62.1
1949-50 .. ..	60.9	67.9	73.4	72.6	70.3	67.1
1950-51 .. ..	68.6	78.3	80.0	80.1	77.5	75.1
1951-52 .. ..	90.1	94.0	88.6	93.1	93.4	91.8
1952-53 .. ..	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1953-54 .. ..	103.4	100.9	101.6	101.7	101.7	102.0
1954-55 .. ..	104.1	101.3	104.7	102.5	102.0	102.9
1955-56 .. ..	107.7	102.2	110.5	102.6	108.0	106.3
1956-57 .. ..	111.5	104.7	118.4	106.5	118.9	112.0
1957-58 .. ..	113.0	107.8	123.9	108.3	120.5	114.4
1958-59 .. ..	119.8	109.4	128.4	109.0	123.6	118.2
1959-60 .. ..	124.2	111.9	132.6	110.6	125.6	121.2
1960-61 .. ..	130.4	115.1	137.6	111.3	129.5	125.4
1961-62 .. ..	130.8	116.7	140.5	113.0	133.3	127.3
1962-63 .. ..	129.8	117.0	144.0	112.8	134.4	127.7
1963-64 .. ..	133.1	117.8	145.2	111.7	135.2	127.0
Quarter—						
1958-59—September..	116.8	109.1	127.5	108.5	122.2	116.7
December ..	118.9	109.6	128.1	108.7	123.7	117.9
March ..	122.0	109.4	128.8	109.2	123.9	119.0
June ..	121.5	109.6	129.0	109.6	124.6	119.1
1959-60—September..	123.4	110.2	131.5	110.1	124.7	120.2
December ..	123.4	111.4	132.2	110.5	125.6	120.8
March ..	124.6	112.2	132.7	111.0	125.9	121.6
June ..	125.3	113.9	134.0	110.9	126.2	122.3
1960-61—September..	126.9	114.1	136.1	110.6	128.3	123.6
December ..	130.0	115.0	137.0	110.7	129.5	125.1
March ..	134.0	115.3	138.4	111.5	129.7	126.7
June ..	130.5	116.1	139.0	112.3	130.3	126.1
1961-62—September..	132.5	116.3	139.7	113.0	130.7	127.0
December ..	129.7	116.7	140.2	112.9	134.0	127.1
March ..	131.4	116.8	140.3	113.2	134.3	127.7
June ..	129.4	116.8	141.9	113.0	134.3	127.3
1962-63—September..	129.3	116.9	143.2	113.1	134.3	127.5
December ..	129.5	117.0	144.1	112.8	134.4	127.6
March ..	130.3	117.0	144.2	112.5	134.3	127.8
June ..	130.2	117.0	144.5	112.9	134.4	127.9
1963-64—September..	131.5	117.4	145.1	111.2	135.2	128.4
December ..	131.0	117.6	145.0	111.5	135.0	128.2
March ..	133.6	117.7	145.2	111.7	135.4	129.2
June ..	136.1	118.4	145.4	112.3	135.3	130.2
1964-65—September..	138.0	118.8	147.2	112.3	138.6	131.9
December ..	140.3	119.2	148.7	112.8	140.7	133.4

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
ADELAIDE.**

*(Base of each Index: Year 1952-53 = 100.0) (a)*

Period	Food.	Clothing and Drapery	Housing	Household Supplies and Equipment.	Mis- cellaneous.	All Groups.
<b>Year—</b>						
1948-49 .. ..	56.1	58.3	68.7	69.5	67.2	61.6
1949-50 .. ..	60.7	66.8	71.6	72.0	69.5	66.2
1950-51 .. ..	70.1	76.6	75.9	79.2	77.6	74.7
1951-52 .. ..	90.9	93.6	85.0	92.8	92.0	91.4
1952-53 .. ..	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1953-54 .. ..	103.5	101.4	109.9	100.6	99.1	102.3
1954-55 .. ..	106.1	101.7	113.0	100.4	99.1	103.5
1955-56 .. ..	110.9	101.6	120.8	100.1	104.1	106.9
1956-57 .. ..	114.7	101.7	129.2	103.2	111.6	111.1
1957-58 .. ..	111.8	104.4	133.9	104.0	114.2	111.9
1958-59 .. ..	117.5	105.4	137.1	105.0	114.6	114.5
1959-60 .. ..	123.1	106.8	140.0	106.0	118.8	118.0
1960-61 .. ..	132.2	109.5	148.7	106.1	121.4	122.9
1961-62 .. ..	127.6	111.2	153.5	106.7	121.9	122.5
1962-63 .. ..	126.0	111.7	154.9	106.2	121.6	122.1
1963-64 .. ..	129.1	112.8	158.5	104.4	122.3	123.5
<b>Quarter—</b>						
1958-59—September ..	114.7	105.7	135.9	104.7	114.6	113.5
December ..	116.7	105.6	137.0	104.8	114.2	114.2
March ..	118.7	105.3	137.5	105.1	114.6	115.0
June ..	119.8	104.8	137.9	105.3	114.9	115.3
1959-60—September ..	120.2	105.7	138.7	105.7	117.2	116.3
December ..	120.2	106.5	139.5	105.9	118.2	116.9
March ..	123.7	107.0	140.3	106.2	118.8	118.3
June ..	128.1	108.1	141.3	106.0	121.0	120.6
1960-61—September ..	130.4	108.3	143.4	106.0	121.2	121.8
December ..	130.6	109.5	149.1	105.6	121.2	122.4
March ..	132.8	109.7	151.1	105.9	121.6	123.4
June ..	134.8	110.6	151.3	106.7	121.4	124.3
1961-62—September ..	131.3	110.6	152.0	107.1	122.3	123.5
December ..	127.2	111.2	153.7	106.5	122.2	122.5
March ..	126.3	111.4	154.2	106.5	121.5	122.1
June ..	125.7	111.5	153.9	106.7	121.6	121.9
1962-63—September ..	125.6	111.5	154.3	106.8	121.5	121.9
December ..	125.7	111.5	154.7	106.0	121.5	121.9
March ..	125.7	111.6	154.7	105.9	121.6	121.9
June ..	126.8	112.1	156.0	106.0	121.7	122.5
1963-64—September ..	128.0	112.4	156.5	104.0	122.2	122.8
December ..	127.0	112.5	158.2	104.3	121.8	122.7
March ..	129.1	112.6	158.9	104.5	122.4	123.5
June ..	132.4	113.6	160.3	104.8	122.9	125.1
1964-65—September ..	133.6	113.8	161.9	104.7	128.0	126.9
December ..	136.6	114.2	164.5	104.6	130.0	128.6

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
PERTH.**

*(Base of each Index: Year 1952-53 = 100.0) (a)*

Period.	Food.	Clothing and Drapery.	Housing.	Household Supplies and Equipment.	Mis- cellaneous.	All Groups.
Year—						
1948-49 .. ..	55.0	59.6	62.7	66.5	67.7	60.6
1949-50 .. ..	61.0	68.8	66.4	71.1	69.5	66.2
1950-51 .. ..	70.0	78.6	74.5	78.1	75.1	74.4
1951-52 .. ..	87.2	95.3	87.2	92.7	90.7	90.4
1952-53 .. ..	100.0	100.0	100.0	100.0	100.0	100.0
1953-54 .. ..	106.2	100.0	107.8	102.0	99.5	103.0
1954-55 .. ..	109.3	100.1	119.2	102.0	99.5	105.2
1955-56 .. ..	111.1	101.4	123.8	102.0	105.5	107.9
1956-57 .. ..	116.0	103.1	123.6	104.5	117.0	112.9
1957-58 .. ..	114.4	105.7	126.0	105.7	118.3	113.6
1958-59 .. ..	115.2	107.2	130.3	105.9	118.7	114.7
1959-60 .. ..	118.4	108.2	133.5	107.1	120.9	116.9
1960-61 .. ..	124.4	110.8	141.7	107.3	125.2	121.2
1961-62 .. ..	123.5	111.7	146.4	107.3	125.3	121.6
1962-63 .. ..	123.9	112.0	150.9	107.0	125.5	122.2
1963-64 .. ..	125.4	112.8	155.9	105.2	128.5	123.8
Quarter—						
1958-59—September ..	115.1	107.0	128.8	105.4	118.4	114.4
December ..	113.8	107.5	130.4	105.7	118.7	114.3
March ..	114.8	107.2	130.5	106.1	118.9	114.7
June ..	117.1	106.9	131.4	106.4	118.9	115.5
1959-60—September ..	117.8	107.3	131.5	106.8	118.8	115.9
December ..	115.7	107.7	132.6	107.0	120.4	115.7
March ..	118.4	108.0	134.2	107.4	121.2	117.1
June ..	121.6	109.6	135.6	107.0	123.3	119.0
1960-61—September ..	122.9	109.8	137.0	107.4	123.7	119.8
December ..	122.9	110.8	141.6	107.3	125.6	120.8
March ..	125.3	110.9	143.5	107.4	125.8	121.9
June ..	126.4	111.6	144.8	107.0	125.6	122.4
1961-62—September ..	123.8	111.6	145.1	107.5	125.7	121.7
December ..	122.5	111.9	145.5	107.4	125.5	121.3
March ..	123.4	111.8	147.1	107.1	124.9	121.5
June ..	124.2	111.5	147.8	107.2	124.9	121.8
1962-63—September ..	124.7	111.7	148.8	107.2	124.8	122.1
December ..	122.8	111.8	150.9	106.9	124.9	121.7
March ..	123.7	112.0	151.2	106.9	126.0	122.3
June ..	124.4	112.4	152.6	107.0	126.1	122.8
1963-64—September ..	124.6	112.6	153.3	105.0	126.2	122.7
December ..	123.7	112.6	155.7	104.9	128.2	123.1
March ..	125.0	112.8	156.8	105.2	130.3	124.2
June ..	128.3	113.2	157.8	105.7	129.3	125.3
1964-65—September ..	130.3	113.6	158.1	105.8	131.5	126.6
December ..	128.4	113.9	159.9	106.2	133.2	126.6

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
HOBART.**

*(Base of each Index: Year 1952-53 = 100.0) (a)*

Period.	Food.	Clothing and Drapery.	Housing.	Household Supplies and Equipment.	Mis- cellaneous.	All Groups.
<b>Year—</b>						
1948-49 .. ..	56.0	58.0	70.3	68.1	63.1	60.7
1949-50 .. ..	59.0	67.8	73.0	70.0	63.5	64.7
1950-51 .. ..	67.3	78.4	79.8	77.2	72.6	73.3
1951-52 .. ..	87.1	94.3	88.3	92.3	91.7	90.4
1952-53 .. ..	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1953-54 .. ..	107.9	101.8	107.1	103.0	103.9	105.0
1954-55 .. ..	107.1	102.0	110.7	103.7	102.0	104.9
1955-56 .. ..	113.7	103.3	121.9	108.6	106.8	110.2
1956-57 .. ..	118.6	106.1	133.3	115.2	118.5	116.9
1957-58 .. ..	115.1	108.7	137.3	116.0	119.5	117.0
1958-59 .. ..	116.8	109.8	141.3	116.8	121.2	118.7
1959-60 .. ..	118.5	110.7	148.5	118.5	123.3	120.8
1960-61 .. ..	132.1	112.4	156.6	121.1	126.2	127.5
1961-62 .. ..	129.0	114.0	163.8	124.3	127.0	128.1
1962-63 .. ..	127.2	114.5	168.7	123.8	127.0	128.0
1963-64 .. ..	128.8	115.1	174.0	123.8	128.2	129.4
<b>Quarter—</b>						
1958-59—September..	115.2	109.8	138.8	116.8	120.1	117.7
December ..	117.0	110.2	140.9	116.5	120.9	118.7
March ..	117.8	109.9	141.9	116.7	121.0	119.1
June ..	117.3	109.1	143.4	117.2	122.7	119.3
1959-60—September..	117.5	109.9	144.7	117.5	122.8	119.7
December ..	117.2	110.4	147.4	117.8	123.2	120.1
March ..	117.8	110.8	150.1	118.4	123.3	120.8
June ..	121.4	111.6	151.7	120.1	123.7	122.6
1960-61—September..	128.4	111.6	153.7	121.3	125.7	125.8
December ..	131.7	112.3	155.9	120.3	125.9	127.1
March ..	133.9	112.5	158.0	120.8	126.7	128.3
June ..	134.4	113.3	158.9	121.9	126.5	128.9
1961-62—September..	132.9	113.4	160.8	124.9	127.1	129.1
December ..	129.5	114.0	163.7	124.1	127.0	128.3
March ..	127.2	114.2	164.6	123.9	126.8	127.5
June ..	126.5	114.2	166.1	124.2	126.9	127.5
1962-63—September..	126.6	114.4	166.3	124.2	126.9	127.6
December ..	128.0	114.4	168.7	123.7	126.9	128.2
March ..	127.2	114.4	169.4	123.6	127.1	128.0
June ..	127.0	114.8	170.3	123.8	127.2	128.2
1963-64—September..	128.7	115.0	170.7	123.4	127.3	128.8
December ..	127.9	114.9	173.6	123.7	127.9	129.0
March ..	129.1	114.9	175.7	123.8	128.7	129.8
June ..	129.5	115.7	175.9	124.1	128.8	130.1
1964-65—September..	131.6	116.1	176.4	124.4	131.8	131.7
December ..	134.2	116.4	180.9	124.3	133.5	133.4

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

### CONSUMER PRICE INDEX: GROUP INDEX NUMBERS CANBERRA.

(Base of each Index: Year 1952-53 = 100.0) (a)

Period.	Food.	Clothing and Drapery	Housing	Household Supplies and Equipment	Mis- cellaneous.	All Groups.
<b>Year—</b>						
1948-49 .. ..	51.9	57.8	70.9	69.8	69.7	60.4
1949-50 .. ..	55.9	67.2	74.1	72.3	72.3	65.1
1950-51 .. ..	66.1	78.6	80.7	80.6	76.9	74.0
1951-52 .. ..	89.5	93.7	89.4	93.8	91.0	91.1
1952-53 .. ..	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1953-54 .. ..	103.1	101.0	106.8	106.5	100.5	102.9
1954-55 .. ..	105.6	101.1	109.8	107.4	100.1	104.2
1955-56 .. ..	111.8	101.3	114.6	108.1	103.8	107.8
1956-57 .. ..	118.2	103.2	118.4	111.0	113.9	113.3
1957-58 .. ..	115.6	105.8	120.9	112.6	116.2	114.0
1958-59 .. ..	117.8	106.9	123.7	113.0	116.4	115.4
1959-60 .. ..	121.6	107.6	125.7	115.4	118.6	117.8
1960-61 .. ..	128.5	109.4	127.6	116.6	121.0	121.4
1961-62 .. ..	124.6	110.5	153.7	114.0	121.6	123.1
1962-63 .. ..	122.3	111.0	162.2	113.2	121.7	123.4
1963-64 .. ..	123.2	111.5	162.6	112.8	124.1	124.3
<b>Quarter—</b>						
1958-59—September..	116.0	107.1	122.8	112.4	116.5	114.6
December ..	117.2	107.4	123.4	112.7	116.3	115.2
March ..	117.8	106.9	124.3	112.7	116.3	115.4
June ..	120.2	106.3	124.3	114.0	116.6	116.3
1959-60—September..	119.8	106.6	124.3	114.5	116.6	116.3
December ..	121.4	107.5	125.4	115.0	117.6	117.4
March ..	122.2	107.8	126.5	115.9	120.0	118.5
June ..	122.8	108.6	126.7	116.1	120.3	119.0
1960-61—September..	127.0	108.8	126.7	116.4	120.4	120.5
December ..	127.9	109.4	127.1	116.1	120.7	121.0
March ..	129.6	109.4	127.8	116.9	120.8	121.7
June ..	129.6	110.1	128.7	117.0	122.1	122.3
1961-62—September..	128.3	110.2	130.2	117.0	122.2	122.1
December ..	124.8	110.4	161.1	112.9	122.1	124.0
March ..	123.1	110.5	161.4	112.9	121.0	123.3
June ..	122.0	110.7	162.2	113.3	121.0	123.1
1962-63—September..	122.6	110.8	162.1	113.4	121.1	123.4
December ..	123.1	111.0	162.3	112.9	121.7	123.7
March ..	121.6	111.0	162.1	112.9	122.0	123.2
June ..	121.7	111.1	162.2	113.6	122.0	123.4
1963-64—September..	122.6	111.3	162.2	113.1	124.4	124.1
December ..	122.1	111.3	162.4	112.7	123.7	123.8
March ..	123.2	111.4	162.7	112.3	124.0	124.2
June ..	124.8	112.1	162.9	113.1	124.1	125.1
1964-65—September..	127.2	112.5	163.3	113.0	126.8	126.6
December ..	128.7	112.9	164.4	113.5	129.6	128.0

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

## LIST OF ITEMS OF THE CONSUMER PRICE INDEX.

SHOWING THE WEIGHTS OF THE GROUPS, SECTIONS AND ITEMS COMPRISED IN THE INDEX FOR THE SIX STATE CAPITAL CITIES COMBINED.

NOTE.—The weights should not be regarded as dissecting total household expenditure into its component parts (*see* page 13).

List of Items.	Percentage Weights.(a)		
	Item or Sub-section.	Section Total.	Group Total.
Food—	..	..	32.146
Cereal Products—	..	4.058	..
Bread .. .. .	2.301	..	..
Flour—	..	..	..
Plain .. .. .	0.345	..	..
Self-raising .. .. .	0.172	..	..
Biscuits .. .. .	0.774	..	..
Oats, flaked .. .. .	0.104	..	..
Rice .. .. .	0.084	..	..
Prepared breakfast foods .. .. .	0.278	..	..
Dairy Produce—	..	7.089	..
Milk—	..	..	..
Fresh .. .. .	2.909	..	..
Powdered .. .. .	0.416	..	..
Condensed and evaporated .. .. .	0.198	..	..
Cheese .. .. .	0.556	..	..
Butter .. .. .	1.955	..	..
Eggs .. .. .	1.055	..	..
Potatoes, Onions, Preserved Fruit and Vegetables—	..	1.868	..
Canned fruit .. .. .	0.368	..	..
Dried fruit .. .. .	0.308	..	..
Vegetables—canned .. .. .	0.220	..	..
frozen .. .. .	0.219	..	..
Potatoes .. .. .	0.618	..	..
Onions .. .. .	0.135	..	..
Soft Drink, Ice Cream and Confectionery—	..	3.986	..
Soft drink .. .. .	1.191	..	..
Ice cream .. .. .	0.958	..	..
Chocolate confectionery .. .. .	1.054	..	..
Sugar confectionery .. .. .	0.783	..	..
Food—Other (except Meat)—	..	4.095	..
Sugar .. .. .	0.944	..	..
Jams .. .. .	0.251	..	..
Honey .. .. .	0.095	..	..
Sandwich spreads .. .. .	0.149	..	..
Baked beans, canned .. .. .	0.075	..	..
Spaghetti, canned .. .. .	0.060	..	..
Margarine .. .. .	0.449	..	..
Sauces .. .. .	0.195	..	..
Pickles .. .. .	0.073	..	..
Sardines .. .. .	0.052	..	..
Herrings, canned .. .. .	0.049	..	..
Salmon, canned .. .. .	0.188	..	..
Soup, canned and packet .. .. .	0.236	..	..
Baby foods .. .. .	0.229	..	..
Tea .. .. .	0.614	..	..
Coffee .. .. .	0.340	..	..
Cocoa .. .. .	0.096	..	..
Meat—	..	11.050	..
Beef—	..	..	..
Sirloin roast .. .. .	0.740	..	..
Rib roast .. .. .	0.798	..	..

(a) The weights here shown are in proportion to estimated consumption at or about 1961-62 valued at relevant prices of December Quarter, 1963. (*See* para. 9 on page 21.)



LIST OF ITEMS OF THE CONSUMER PRICE INDEX—*continued*.  
SHOWING THE WEIGHTS OF THE GROUPS, SECTIONS AND ITEMS COMPRISED IN THE INDEX  
FOR THE SIX STATE CAPITAL CITIES COMBINED.

List of Items.	Percentage Weights.(a)		
	Item or Sub-section.	Section Total.	Group Total.
FOOD— <i>continued</i> .			
Meat— <i>continued</i> .			
Beef— <i>continued</i> .			
Steak—			
Rump .. .. .	0.683	..	..
Blade .. .. .	0.799	..	..
Chuck .. .. .	0.568	..	..
Sausages .. .. .	0.250	..	..
Corned silverside .. .. .	0.574	..	..
Corned brisket .. .. .	0.419	..	..
Mutton—			
Leg .. .. .	0.641	..	..
Forequarter .. .. .	0.348	..	..
Chops—			
Loin .. .. .	0.527	..	..
Leg .. .. .	0.194	..	..
Lamb—			
Leg .. .. .	0.617	..	..
Forequarter .. .. .	0.325	..	..
Chops—			
Loin .. .. .	0.574	..	..
Leg .. .. .	0.193	..	..
Pork—			
Leg .. .. .	0.350	..	..
Loin .. .. .	0.264	..	..
Chops .. .. .	0.263	..	..
Processed Meat—			
Bacon .. .. .	0.877	..	..
Cooked corned beef .. .. .	0.409	..	..
Frankfurts .. .. .	0.063	..	..
Canned meat .. .. .	0.220	..	..
Other .. .. .	0.354	..	..
CLOTHING AND DRAPERY—	..	..	16.882
Men's Clothing—		4.127	..
Suit .. .. .	0.579	..	..
Sports coat .. .. .	0.275	..	..
Sports trousers .. .. .	0.629	..	..
Pullover and cardigan .. .. .	0.336	..	..
Work trousers .. .. .	0.229	..	..
Shorts .. .. .	0.068	..	..
Overalls .. .. .	0.174	..	..
Shirt, ordinary wear .. .. .	0.263	..	..
Shirt, work .. .. .	0.068	..	..
Shirt, sports .. .. .	0.463	..	..
Singlets .. .. .	0.158	..	..
Underpants .. .. .	0.165	..	..
Pyjamas .. .. .	0.199	..	..
Socks .. .. .	0.336	..	..
Hat .. .. .	0.067	..	..
Handkerchief .. .. .	0.118	..	..
Women's Clothing—		6.469	..
Costume .. .. .	0.201	..	..
Skirt .. .. .	1.054	..	..
Overcoat .. .. .	0.862	..	..
Raincoat .. .. .	0.057	..	..
Hats .. .. .	0.215	..	..

(a) The weights here shown are in proportion to estimated consumption at or about 1961-62 valued at relevant prices of December Quarter, 1963. (See para. 9 on page 21.)

LIST OF ITEMS OF THE CONSUMER PRICE INDEX—*continued.*SHOWING THE WEIGHTS OF THE GROUPS, SECTIONS AND ITEMS COMPRISED IN THE INDEX  
FOR THE SIX STATE CAPITAL CITIES COMBINED.

List of Items.	Percentage Weights.(a)		
	Item or Sub-section.	Section Total.	Group Total.
<b>CLOTHING AND DRAPERY—<i>continued.</i></b>			
<b>Women's Clothing—<i>continued.</i></b>			
Frocks .. .. .	0.886	..	..
Pullover, cardigan, etc. .. .. .	0.814	..	..
Slip .. .. .	0.287	..	..
Undervests .. .. .	0.115	..	..
Pantettes, etc. .. .. .	0.309	..	..
Brassiere .. .. .	0.370	..	..
Girdle .. .. .	0.233	..	..
Stockings .. .. .	0.541	..	..
Gloves .. .. .	0.103	..	..
Nightdress .. .. .	0.131	..	..
Pyjamas .. .. .	0.139	..	..
Umbrella .. .. .	0.049	..	..
Handkerchief .. .. .	0.103	..	..
<b>Boys' Clothing—</b>	..	<b>0.607</b>	..
Knickers .. .. .	0.087	..	..
Jeans .. .. .	0.065	..	..
Shorts .. .. .	0.044	..	..
Raincoat .. .. .	0.015	..	..
Pullover and cardigan .. .. .	0.080	..	..
Shirt .. .. .	0.152	..	..
Singlets .. .. .	0.025	..	..
Underpants .. .. .	0.029	..	..
Socks .. .. .	0.062	..	..
Pyjamas .. .. .	0.032	..	..
Swim trunks .. .. .	0.016	..	..
<b>Girls' Clothing—</b>	..	<b>0.950..</b>	..
Tunic .. .. .	0.195	..	..
Overcoat .. .. .	0.097	..	..
Blazer .. .. .	0.046	..	..
Pullover, cardigan, etc. .. .. .	0.137	..	..
Frock .. .. .	0.156	..	..
Slip .. .. .	0.024	..	..
Undervests .. .. .	0.034	..	..
Pantettes, etc. .. .. .	0.044	..	..
Pyjamas .. .. .	0.046	..	..
Socks .. .. .	0.070	..	..
Stockings .. .. .	0.024	..	..
Hats .. .. .	0.077	..	..
<b>Piecegoods, etc.—</b>	..	<b>1.011</b>	..
Rayon .. .. .	0.101	..	..
Cotton .. .. .	0.129	..	..
Woollen .. .. .	0.420	..	..
Nursery squares .. .. .	0.038	..	..
Knitting wool .. .. .	0.323	..	..
<b>Footwear—</b>	..	<b>2.747</b>	..
<b>Men's—</b>	..	..	..
Shoes .. .. .	0.768	..	..
Slippers .. .. .	0.057	..	..
Working boots .. .. .	0.120	..	..
<b>Women's—</b>	..	..	..
Shoes .. .. .	1.221	..	..
Slippers .. .. .	0.179	..	..

(a) The weights here shown are in proportion to estimated consumption at or about 1961-62 valued at relevant prices of December Quarter, 1963. (See para. 9 on page 21.)

LIST OF ITEMS OF THE CONSUMER PRICE INDEX—*continued.*SHOWING THE WEIGHTS OF THE GROUPS, SECTIONS AND ITEMS COMPRISED IN THE INDEX  
FOR THE SIX STATE CAPITAL CITIES COMBINED.

List of Items.	Percentage Weights.(a)		
	Item or Sub-section.	Section Total.	Group Total.
CLOTHING AND DRAPERY— <i>continued.</i>			
Footwear— <i>continued.</i>			
Children's—			
Boys' .. .. .	0.161	..	..
Girls' .. .. .	0.130	..	..
Sandshoes, etc. .. .. .	0.111	..	..
Household Drapery—	..	0.971	..
Blankets—			
Double bed .. .. .	0.151	..	..
Single bed .. .. .	0.112	..	..
Bedspread .. .. .	0.098	..	..
Sheets—			
Double bed .. .. .	0.091	..	..
Single bed .. .. .	0.054	..	..
Pillow slip .. .. .	0.070	..	..
Towel .. .. .	0.206	..	..
Table cloth .. .. .	0.041	..	..
Tea towel .. .. .	0.085	..	..
Plastic sheeting .. .. .	0.063	..	..
HOUSING—	..	..	12.646
Rent—	..	3.561	..
Private houses .. .. .	2.778	..	..
Government houses .. .. .	0.783	..	..
Home Ownership—	..	9.085	..
House price .. .. .	5.220	..	..
Rates .. .. .	2.645	..	..
Repairs and maintenance .. .. .	1.220	..	..
HOUSEHOLD SUPPLIES AND EQUIPMENT—	..	..	14.454
Fuel and Light—	..	4.588	..
Electricity .. .. .	2.418	..	..
Gas .. .. .	1.315	..	..
Firewood .. .. .	0.746	..	..
Kerosene .. .. .	0.109	..	..
Household Appliances—	..	3.622	..
Globe, electric .. .. .	0.037	..	..
Iron, electric .. .. .	0.089	..	..
Toaster, electric .. .. .	0.046	..	..
Jug, electric .. .. .	0.024	..	..
Refrigerator .. .. .	0.676	..	..
Washing machine .. .. .	0.387	..	..
Vacuum cleaner .. .. .	0.141	..	..
Stoves .. .. .	0.368	..	..
Radio set .. .. .	0.326	..	..
Television set .. .. .	1.528	..	..
Other Household Articles—	..	6.244	..
Furniture—			
Kitchen table and chairs .. .. .	0.245	..	..
Cupboard unit .. .. .	0.147	..	..
Mattress .. .. .	0.326	..	..
Bed base .. .. .	0.082	..	..
Lounge suite .. .. .	0.656	..	..
Lounge chair .. .. .	0.245	..	..
Floor coverings—			
Carpet .. .. .	0.334	..	..
Linoleum .. .. .	0.132	..	..
Felt .. .. .	0.065	..	..

(a) The weights here shown are in proportion to estimated consumption at or about 1961-62 valued at relevant prices of December Quarter, 1963. (See para. 9 on page 21.)

LIST OF ITEMS OF THE CONSUMER PRICE INDEX—*continued.*SHOWING THE WEIGHTS OF THE GROUPS, SECTIONS AND ITEMS COMPRISED IN THE INDEX  
FOR THE SIX STATE CAPITAL CITIES COMBINED.

List of Items.	Percentage Weights.(a)		
	Item or Sub-section.	Section Total.	Group Total.
<b>HOUSEHOLD SUPPLIES AND EQUIPMENT—<i>continued.</i></b>			
<b>Other Household Articles—<i>continued.</i></b>			
Kitchen utensils—			
Cup and saucer .. .. .	0.091	..	..
Dinner plate .. .. .	0.064	..	..
Jug .. .. .	0.026	..	..
Tumbler .. .. .	0.015	..	..
Pie dish .. .. .	0.007	..	..
Mixing bowl .. .. .	0.024	..	..
Casserole .. .. .	0.014	..	..
Cutlery—			
Knife .. .. .	0.023	..	..
Teaspoon .. .. .	0.011	..	..
Dessert spoon .. .. .	0.017	..	..
Fork .. .. .	0.028	..	..
Teapot .. .. .	0.020	..	..
Kettle .. .. .	0.019	..	..
Saucepans .. .. .	0.093	..	..
Cake tin .. .. .	0.005	..	..
Frying pan .. .. .	0.007	..	..
Other utensils—			
Brooms .. .. .	0.060	..	..
Scrubbing brush .. .. .	0.013	..	..
Polishing mop .. .. .	0.021	..	..
Gardening and small tools—			
Axe .. .. .	0.011	..	..
Hammer .. .. .	0.014	..	..
Spade .. .. .	0.011	..	..
Fork .. .. .	0.007	..	..
Rake .. .. .	0.005	..	..
Hoe .. .. .	0.003	..	..
Lawnmower, power .. .. .	0.220	..	..
Hose .. .. .	0.027	..	..
Household sundries—			
Soap, household .. .. .	0.199	..	..
Soap powder .. .. .	0.179	..	..
Detergent .. .. .	0.267	..	..
Cleanser powder .. .. .	0.037	..	..
Starch .. .. .	0.017	..	..
Steel wool .. .. .	0.012	..	..
Matches .. .. .	0.124	..	..
Shoe polish .. .. .	0.035	..	..
Toilet paper .. .. .	0.099	..	..
Personal requisites—			
Toilet soap .. .. .	0.268	..	..
Toothpaste .. .. .	0.139	..	..
Shaving cream .. .. .	0.210	..	..
Razor blades .. .. .			
Hair creams, etc. .. .. .	0.230	..	..
Face powder .. .. .			
Face cream, etc. .. .. .			
Lipstick .. .. .	0.224	..	..
Talcum powder .. .. .			
Deodorant .. .. .			
Antiseptic .. .. .			
Sanitary napkins .. .. .			

(a) The weights here shown are in proportion to estimated consumption at or about 1961-62 valued at relevant prices of December Quarter, 1963. (See para. 9 on page 21.)

LIST OF ITEMS OF THE CONSUMER PRICE INDEX—*continued.*SHOWING THE WEIGHTS OF THE GROUPS, SECTIONS AND ITEMS COMPRISED IN THE INDEX  
FOR THE SIX STATE CAPITAL CITIES COMBINED.

List of Items.	Percentage Weights.(a)		
	Item or Sub-section.	Section Total.	Group Total.
<b>HOUSEHOLD SUPPLIES AND EQUIPMENT—<i>continued.</i></b>			
Other Household Articles— <i>continued.</i>			
Proprietary medicines—			
Adhesive bandage .. .. .	0.087	..	..
Cough mixtures .. .. .	0.321	..	..
Fruit salts .. .. .	0.163	..	..
Aspirin, etc. .. .. .	0.171	..	..
Ointments .. .. .	0.057	..	..
Indigestion powder .. .. .	0.082	..	..
Pills .. .. .	0.125	..	..
School requisites—			
Lead pencil .. .. .	0.018	..	..
Pens .. .. .	0.037	..	..
Exercise books .. .. .	0.055	..	..
<b>MISCELLANEOUS—</b>	..	..	23.872
Transport—	..	10.492	..
Fares—			
Train .. .. .	1.208	..	..
Tram and bus .. .. .	1.915	..	..
Private motoring—			
Motor car .. .. .	3.003	..	..
Petrol .. .. .	1.588	..	..
Oil .. .. .	0.153	..	..
Lubrication service .. .. .	0.143	..	..
Tyres .. .. .	0.248	..	..
Tubes .. .. .	0.023	..	..
Tyre retreading .. .. .	0.179	..	..
Battery .. .. .	0.161	..	..
Repairs .. .. .	1.040	..	..
Registration .. .. .	0.329	..	..
Third party insurance .. .. .	0.409	..	..
Driver's licence .. .. .	0.093	..	..
Tobacco and Cigarettes—	..	3.873	..
Cigarettes .. .. .	3.096	..	..
Tobacco—			
Cigarette .. .. .	0.636	..	..
Pipe .. .. .	0.095	..	..
Cigarette papers .. .. .	0.046	..	..
Beer—	..	3.825	..
Draught .. .. .	2.509	..	..
Bottled .. .. .	1.316	..	..
Services—	..	2.465	..
Hairdressing—			
Men's haircut .. .. .	0.281	..	..
Boy's haircut .. .. .	0.055	..	..
Womans—			
Trim .. .. .	0.176	..	..
Set, Shampoo, etc. .. .. .	0.083	..	..
Permanent wave .. .. .	0.067	..	..
Drycleaning—			
Suit .. .. .	0.064	..	..
Sports trousers .. .. .	0.095	..	..
Sports coat .. .. .	0.068	..	..
Frock .. .. .	0.165	..	..
Skirt .. .. .	0.028	..	..
Overcoat .. .. .	0.107	..	..

(a) The weights here shown are in proportion to estimated consumption at or about 1961-62 valued at relevant prices of December Quarter, 1963. (See para. 9 on page 21.)

LIST OF ITEMS OF THE CONSUMER PRICE INDEX—*continued.*SHOWING THE WEIGHTS OF THE GROUPS, SECTIONS AND ITEMS COMPRISED IN THE INDEX  
FOR THE SIX STATE CAPITAL CITIES COMBINED.

List of Items	Percentage Weights.(a)		
	Item or Sub-section.	Section Total.	Group Total.
MISCELLANEOUS— <i>continued.</i>			
Services— <i>continued.</i>			
Shoe repairs—			
Men's .. .. .	0.132	..	..
Women's .. .. .	0.127	..	..
Children's .. .. .	0.068	..	..
Postal and Telephone Services—			
Postage .. .. .	0.212	..	..
Telegram .. .. .	0.043	..	..
Telephone calls .. .. .	0.306	..	..
Telephone rental .. .. .	0.388	..	..
Other—	..	3.217	..
Radio and television operation—			
Radio and television licence .. .. .	0.530	..	..
Television maintenance .. .. .	0.734	..	..
Cinema admission—			
Adults .. .. .	0.627	..	..
Children .. .. .	0.045	..	..
Newspapers—			
Morning .. .. .	0.494	..	..
Evening .. .. .	0.453	..	..
Sunday .. .. .	0.079	..	..
Magazines .. .. .	0.255	..	..
Total .. .. .	100.000	100.000	100.000

(a) The weights here shown are in proportion to estimated consumption at or about 1961-62 valued at relevant prices of December Quarter, 1963. (See para. 9 on page 21.)

## § 6. Retail Price Index Numbers, 1901 to 1964.

The index numbers shown below are presented as a continuous series, but they give only a broad indication of long-term trends in retail price levels. They are derived by linking a number of indexes that differ greatly in scope. The successive indexes used are:—From 1901 to 1914, the "A" Series Retail Price Index; from 1914 to 1946-47, the "C" Series Retail Price Index; from 1946-47 to 1948-49, a composite of Consumer Price Index Housing Group (partly estimated) and "C" Series Index excluding Rent; and from 1948-49 onwards, the Consumer Price Index.

## RETAIL PRICE INDEX NUMBERS.

SIX STATE CAPITAL CITIES COMBINED.

(Base: Year 1911 = 100.)

Year.	Index Number.	Year.	Index Number.
1901	88	1933	133
1902	93	1934	136
1903	91	1935	138
1904	86	1936	141
1905	90	1937	145
1906	90	1938	149
1907	90	1939	153
1908	95	1940	159
1909	95	1941	167
1910	97	1942	181
1911	100	1943	188
1912	110	1944	187
1913	110	1945	187
1914 (a)	114	1946	190
1915 (a)	130	1947	198
1916 (a)	132	1948	218
1917 (a)	141	1949	240
1918 (a)	150	1950	262
1919 (a)	170	1951	313
1920 (a)	193	1952	367
1921 (a)	168	1953	383
1922 (a)	162	1954	386
1923	166	1955	394
1924	164	1956	419
1925	165	1957	429
1926	168	1958	435
1927	166	1959	443
1928	167	1960	459
1929	171	1961	471
1930	162	1962	469
1931	145	1963	472
1932	138	1964	483

(a) November.

## § 7. International Comparisons: Retail Price Index Numbers.

The following tables show index numbers of consumer (retail) prices for various countries. Except where otherwise noted, the average prices for the year 1958 are taken as base (= 100). The figures, which have been taken from the *Monthly Bulletin of Statistics* of the Statistical Office of the United Nations, show fluctuations in prices in each country, and do not measure relative price levels as between the various countries included.

## INDEX NUMBERS OF CONSUMER (RETAIL) PRICES IN VARIOUS COUNTRIES.

(Source: *Monthly Bulletin of Statistics* of the Statistical Office of the United Nations.)

(Base: 1958 = 100.)

ALL GROUPS INDEXES.

Period.	ARGENTINA (Buenos Aires).	AUSTRALIA.(a)	BELGIUM.(b)	BRAZIL (Sao Paulo).	CANADA.	FRANCE.(c)	GERMANY (Fed. Rep.).	INDIA.	INDONESIA.(d) (Jakarta).	IRELAND.	ITALY.
1958 .. ..	100	100	100	100	100	100	100	100	100	100	100
1959 .. ..	214	102	101	137	101	106	101	104	126	100	100
1960 .. ..	272	-106-	102	185	102	110	102	106	169	100	102
1961 .. ..	309	108	103	256	103	114	105	108	209	103	104
1962 .. ..	396	108	104	390	104	119	108	112	582	108	109
1963 .. ..	-491-	-109-	106	r675	106	105	111	115	1,254	110	117
1964 .. ..	600	111	111	1,266	108	108	114	131	..	117	124
1964—											
March Qtr. ..	567	109	109	1,003	108	107	113	122	2,294	113	121
June .. ..	589	111	110	1,150	108	108	114	126	2,130	117	123
Sept. " ..	598	112	112	1,355	109	108	114	134	..	118	125
Dec. " ..	645	113	112	1,556	109	109	115	141	..	120	127

Period.	JAPAN.	NETHERLANDS.	NEW ZEALAND.	NORWAY.	PAKISTAN (Karachi).	PHILIPPINES (Manila).	SWEDEN.	SWITZERLAND.	SOUTH AFRICA.(e)	UNITED KINGDOM.	UNITED STATES OF AMERICA.
1958 .. ..	100	100	100	100	100	100	100	100	-100-	100	100
1959 .. ..	101	102	104	-102-	97	99	101	99	101	101	101
1960 .. ..	105	103	105	102	103	103	105	101	103	102	102
1961 .. ..	110	105	106	105	-105-	105	107	103	105	105	103
1962 .. ..	118	108	109	111	105	111	112	107	106	-110-	105
1963 .. ..	127	-113-	111	114	107	r117	115	111	107	112	106
1964 .. ..	132	119	115	120	111	127	119	114	110	115	107
1964—											
March Qtr. ..	128	116	113	118	109	123	117	113	108	113	107
June .. ..	131	120	114	119	109	123	118	114	109	115	107
Sept. " ..	132	120	116	122	112	129	120	115	111	116	108
Dec. " ..	135	120	118	122	114	131	121	115	112	117	108

(a) Consumer Price Index as converted to base 1958 = 100 by Commonwealth Statistician.  
 (b) Rent is not included. (c) Beginning 1963, new index; base: 1962 = 100. Prior to 1963, index for Paris.  
 (d) Base: Average, March-December, 1958 = 100. (e) White population.  
 r Revised since previous issue.

NOTE.—Symbol - on each side of an index number (e.g. -95-) indicates that two series have been linked during that period. Symbol — between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even though they are shown on the same base period.



INDEX NUMBERS OF CONSUMER (RETAIL) PRICES IN VARIOUS COUNTRIES—*continued*.

(Base: 1958 = 100.)

## FOOD GROUP INDEXES.

Period.	ARGENTINA (Buenos Aires)	AUSTRALIA. (a)	BELGIUM.	BRAZIL (Sao Paulo).	CANADA.	FRANCE. (b)	GERMANY (Fed. Rep.).	INDIA.	INDONESIA (Djakarta). (c)	IRELAND.	ITALY. (d)
1958 .. ..	100	100	100	100	100	100	100	100	100	100	100
1959 .. ..	233	103	101	144	99	103	102	105	118	100	98
1960 .. ..	286	-109-	101	208	100	106	102	106	143	98	99
1961 .. ..	313	112	102	280	102	110	104	106	199	102	99
1962 .. ..	402	109	104	442	103	117	108	110	600	104	103
1963 .. ..	-494-	-109-	106	736	107	105	111	114	1,276	105	112
1964 .. ..	627	113	111	1,445	108	109	114	131	..	112	117
1964—											
March Qtr. ..	595	111	110	1,140	108	108	114	119	2,701	107	115
June .. ..	623	113	110	1,320	108	108	114	125	2,321	112	116
Sept. .. ..	618	115	112	1,559	110	109	114	134	..	114	118
Dec. .. ..	672	116	113	1,760	108	110	114	143	..	116	120

Period.	JAPAN.	NETHERLANDS.	NEW ZEALAND.	NORWAY.	PAKISTAN (Karachi).	PHILIPPINES (Manila).	SWEDEN.	SWITZERLAND.	SOUTH AFRICA. (e)	UNITED KINGDOM. (f)	UNITED STATES OF AMERICA.
1958 .. ..	100	100	100	100	100	100	100	100	-100-	100	100
1959 .. ..	101	r101	101	-103-	96	96	101	98	100	101	98
1960 .. ..	104	103	102	r101	r104	102	107	99	102	100	100
1961 .. ..	111	104	103	104	-107-	105	110	100	104	102	101
1962 .. ..	120	109	104	111	107	113	120	106	103	100	102
1963 .. ..	131	-115-	106	113	109	124	126	110	105	102	103
1964 .. ..	134	122	112	123	117	140	131	112	109	105	104
1964—											
March Qtr. ..	130	119	108	120	113	135	129	111	105	103	104
June .. ..	134	124	110	121	114	134	129	112	107	106	104
Sept. .. ..	135	121	113	127	119	144	132	112	111	106	105
Dec. .. ..	139	121	115	126	121	146	134	112	113	107	105

(a) Consumer Price Index (Food Group) as converted to base 1958 = 100 by Commonwealth Statistician.

(b) Beginning 1963, new index; Base: 1962 = 100. Prior to 1963, index for Paris.

(c) Base: Average, March-December, 1958 = 100.

(d) Including Tobacco.

(e) White population.

(f) Beginning 1962, Base: 1962 = 100.

r Revised since previous issue.

NOTE.—Symbol — on each side of an index number (e.g. -95-) indicates that two series have been linked during that period. Symbol — between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even though they are shown on the same base period.

## CHAPTER II.—WHOLESALE PRICES AND PRICE INDEXES.

### § 1. General.

Two indexes of wholesale prices of basic materials have been compiled by the Bureau. These are: (i) The Melbourne Wholesale Price Index (now obsolete, *see* § 4, page 46), and (ii) The Wholesale Price (Basic Materials and Foodstuffs) Index.

A special purpose index "Wholesale Price Index of Electrical Installation Materials" is also published by the Bureau (*see* § 3, page 44.)

Work is proceeding on the preparation of new series of wholesale price index numbers.

### § 2. Wholesale Price (Basic Materials and Foodstuffs) Index.

1. **General.**—After reviewing the list of items and weighting of the Melbourne Wholesale Price Index, the 1930 Conference of Statisticians resolved that a new index of wholesale prices of basic materials and foodstuffs should be compiled. This index—the Wholesale Price (Basic Materials and Foodstuffs) Index—extends back to the year 1928 and is compiled monthly.

2. **Price Quotations.**—The prices used in the index have in the main been obtained directly from manufacturers and merchants, and, with a few important exceptions, from Melbourne sources. Apart from locally produced building materials and one or two minor commodities, however, the price movements may be taken as representative of variations in wholesale prices of the selected items in most Australian markets.

Commodities in the index are priced in their primary or basic form wherever possible and in respect of imported materials as nearly as may be at the point where they first make effective impact on the local price structure. Thus the price of imported goods is not taken at the time of import, but rather on an ex-bond (or into factory) basis.

Broadly, where home-consumption prices exist for local products, they have been used in this index. During the year 1950–51 wool for local manufacture was subsidized and the home-consumption price for wool was used to calculate the index numbers shown in the table on page 43.

3. **Commodities and Grouping.**—For purposes of this index basic materials (as opposed to certain of the foodstuffs) are commodities in the primary or basic forms in which they first enter into productive processes carried out in Australia. The list of items is divided into seven main groups, each of which is sub-divided into goods which are mainly imported and goods which are mainly home-produced. A full list of these commodities is set out below, showing the quantity-multipliers (weights) for each commodity. The percentage of the total aggregate value in 1960 contributed by each item and group is also shown.

4. **Method of Construction.**—The index is constructed on the simple aggregative fixed-weights formula. The weights (quantity-multipliers) are based on estimates of the average annual consumption of the commodities in Australia during the period 1928–29 to 1934–35 inclusive. Changes in usage, changes of category as between "imported" and "home-produced" for some commodities, and changes in the industrial structure have affected the validity of some of the weights in the index.

During 1956 supplies and prices of potatoes and onions fluctuated violently between abnormally wide limits. These fluctuations were so great as to dominate the movement of the sections of the index in which these items were included, namely, "Foodstuffs and Tobacco", "Goods Principally Home Produced" and "Total All Groups". In the circumstances, neither seasonal

adjustment nor conversion of the index to a changing weights formula could be applied to eliminate these transient fluctuations. Accordingly, in order to provide a representative measure of the general trend in wholesale prices, the index was reconstructed as from July, 1936, by omitting potatoes and onions.

### WHOLESALE PRICE (BASIC MATERIALS AND FOODSTUFFS) INDEX.

LIST OF COMMODITIES, UNITS OF MEASUREMENT, QUANTITY-MULTIPLIERS, AND PERCENTAGE OF TOTAL AGGREGATE IN 1960.

Commodity.	Unit.	Quantity-multiplier. (Weight.)	Percentage of Total Aggregate 1960.	Commodity.	Unit.	Quantity-multiplier. (Weight.)	Percentage of Total Aggregate 1960.
Metals and Coal—				Rubber and Hides—			
Principally Imported—				Principally Imported—			
Aluminium ..	ton	985	0.04	Rubber, crude ..	lb.	24,214,400	0.76
Principally Home-produced—				Principally Home-produced—			
Iron and steel ..	ton	637,000	4.82	Calf skins ..	lb.	4,455,000	0.12
Briquettes ..	ton	243,000	0.21	Cattle hides ..	lb.	57,246,000	1.09
Copper, wire bars ..	ton	7,000	0.40	Tanning bark ..	ton	23,000	0.09
Coal ..	ton	9,300,000	10.90	Total ..	..	..	2.06
Lead, soft pig ..	ton	10,400	0.19	Building Materials—			
Tin, ingots ..	ton	1,250	0.23	Principally Imported—			
Zinc, ingots ..	ton	14,800	0.31	Timber, softwoods ..	1,000 sup. ft.	346,500	4.19
Total ..	..	..	17.10	Turpentine ..	gallon	458,000	0.06
Oils, Fats and Waxes—				Principally Home-produced—			
Principally Imported—				Bricks ..	1,000	372,000	1.21
Coconut oil ..	ton	6,500	0.26	Cement ..	ton	479,000	0.87
Fuel oil ..	ton	170,000	0.66	Drain-pipes ..	foot	7,270,000	0.31
Linseed oil ..	gallon	2,250,000	0.45	Glass, window ..	100	82,370	0.07
Lubricating oil ..	gallon	3,960,000	0.26	Lime ..	sq. ft.	51,144	0.08
Kerosene, power ..	gallon	21,000,000	0.41	Plaster ..	ton	53,000	0.21
Petrol ..	gallon	218,000,000	5.79	Timber, hardwoods ..	100	2,575,000	3.20
Principally Home-produced—				White lead ..	sup. ft.	60,000	0.12
Beeswax ..	lb.	169,112	0.01	Whiting ..	cwt.	274,000	0.07
Tallow ..	ton	26,000	0.32	Total ..	..	..	10.39
Total ..	..	..	8.16	Foodstuffs and Tobacco(a)—			
Textiles—				Principally Imported—			
Principally Imported—				Tapioca ..	cwt.	754,860	0.54
Hemp ..	ton	5,575	0.16	Cocoa, raw ..	cwt.	104,460	0.26
Kapok ..	lb.	6,160,000	0.14	Coffee ..	lb.	3,642,000	0.25
Jute fibre ..	ton	874	0.02	Tea ..	lb.	48,954,520	2.15
Phormium tenax ..	ton	2,275	0.04	Mustard ..	doz. lb.	49,340	0.02
Silk, raw ..	lb.	455,900	0.15	Herrings ..	doz. lb.	289,760	0.08
Principally Home-produced—				Sild ..	doz.	847,560	0.13
Cotton, raw ..	lb.	15,900,000	0.40	Tobacco, leaf ..	4-oz. tins	18,321,340	5.36
Wool, greasy ..	lb.	50,200,000	1.90	Principally Home-produced—			
Total ..	..	..	2.81	Barley ..	bushel	5,185,260	0.67
Chemicals—				Maize ..	bushel	330,640	0.05
Principally Imported—				Oats ..	bushel	15,713,240	1.04
Ammonium sulphate ..	ton	23,830	0.12	Rice ..	cwt.	339,246	0.26
Potash, muriate ..	ton	4,055	0.02	Wheat ..	bushel	41,880,980	5.44
Potash, sulphate ..	ton	2,025	0.01	Peas ..	bushel	675,980	0.16
Soda ash ..	ton	21,400	0.13	Sugar ..	ton	352,682	5.29
Soda, nitrate ..	ton	1,100	0.01	Beef ..	100 lb.	7,352,520	14.63
Soda, nitrate—				Lamb ..	lb.	87,245,740	1.48
Chilean ..	ton	3,600	0.02	Mutton ..	lb.	458,081,320	3.78
Sulphur ..	ton	95,500	0.62	Pork ..	lb.	49,923,380	1.38
Principally Home-produced—				Butterfat ..	lb.	204,156,640	6.57
Arsenic ..	ton	1,531	0.02	Lard ..	lb.	1,497,840	0.03
Blood and bone ..	ton	34,431	0.18	Milk ..	gallon	167,838,800	5.22
Methylated spirits ..	gallon	2,374,000	0.09	Currants ..	lb.	10,391,520	0.17
Soda crystals ..	ton	4,986	0.03	Sultanas ..	lb.	18,893,700	0.33
Superphosphate ..	ton	704,144	1.44	Grapes ..	ton	98,668	0.45
Sulphuric acid ..	ton	226,450	1.05	Total ..	..	..	55.74
Total ..	..	..	3.74	All Groups—			
				Principally Imported ..	..	..	23.11
				Principally Home-produced ..	..	..	76.89
				Total ..	..	..	100.00

(a) Includes weights transferred from deleted articles.

5. **Index Numbers.**—Index numbers for each group of commodities and for all groups combined for the index of wholesale prices of basic materials and foodstuffs are given in the following table. Current index numbers, on the base: Average of three years ended June, 1939 = 100, are published monthly in the mimeographed statistical bulletin *Wholesale Price (Basic Materials and Foodstuffs) Index* and in the *Monthly Review of Business Statistics*.

## WHOLESALE PRICE (BASIC MATERIALS AND FOODSTUFFS) INDEX NUMBERS.

(Base of each Group: Year 1928 = 100.)

Period.	Basic Materials.							Food-stuffs and Tobacco. (a)	Basic Materials and Foodstuffs.		
	Metals and Coal.	Oils, Fats and Waxes.	Textiles.	Chemicals.	Rubber and Hides.	Building Materials.	Total.		Goods principally Imported. (b)	Goods principally Home-produced. (a)	All Groups. (a)
1928 .. ..	100	100	100	100	100	100	100	100	100	100	100
1929 .. ..	100	102	83	98	77	98	98	107	101	103	103
1930 .. ..	95	108	61	95	55	100	93	95	105	92	95
1931 .. ..	89	109	57	98	58	101	92	81	111	79	87
1932 .. ..	83	107	54	98	53	98	88	79	108	76	84
1933 .. ..	82	88	62	95	56	100	83	78	101	75	81
1934 .. ..	79	82	66	89	60	98	80	81	99	75	81
1935 .. ..	74	88	62	82	59	97	79	85	103	76	83
1936 .. ..	72	91	76	82	72	99	82	90	105	81	86
1937 .. ..	79	95	87	82	89	110	91	95	113	86	92
1938 .. ..	80	95	61	83	66	104	88	96	109	85	91
1939 .. ..	81	97	65	84	76	105	90	92	111	83	90
1940 .. ..	84	123	78	97	93	127	104	99	134	90	100
1941 .. ..	88	134	82	106	98	137	112	105	156	91	107
1942 .. ..	97	151	93	116	104	154	125	116	180	99	119
1943 .. ..	103	160	110	118	106	181	135	121	199	102	126
1944 .. ..	103	160	108	118	106	183	135	123	200	104	127
1945 .. ..	103	153	108	117	106	184	133	127	198	106	129
1946 .. ..	102	142	119	116	104	187	131	129	194	108	129
1947 .. ..	107	142	116	116	94	194	137	137	202	114	136
1948 .. ..	129	159	234	127	100	204	157	156	217	135	155
1949 .. ..	160	166	254	138	96	213	175	172	225	154	172
1950 .. ..	179	179	382	179	155	258	208	200	263	182	202
1951 .. ..	235	196	475	229	248	327	261	242	299	232	248
1952 .. ..	299	216	408	277	193	432	304	272	325	272	285
1953 .. ..	307	217	467	279	154	394	301	286	307	285	291
1954 .. ..	305	204	387	260	154	380	290	293	296	286	288
1955 .. ..	314	203	341	259	228	411	298	304	312	294	298
1956 .. ..	322	219	346	272	240	466	316	309	332	302	309
1957 .. ..	317	227	363	286	221	486	322	308	339	302	311
1958 .. ..	311	220	272	278	197	457	304	311	318	300	304
1959 .. ..	306	216	279	271	273	445	303	319	308	308	308
1960 .. ..	316	211	278	272	278	459	308	349	308	332	327
1961 .. ..	310	204	286	274	238	460	303	331	301	319	314
1962 .. ..	306	198	290	268	216	460	298	318	296	309	306
1963 .. ..	303	196	338	249	176	473	298	329	300	316	312
1964 .. ..	302	195	337	234	175	516	303	339	303	324	319
1964—											
January ..	300	196	363	233	166	493	300	324	301	312	309
February ..	300	196	367	234	166	507	302	325	303	314	311
March ..	301	196	367	234	166	510	303	332	304	319	315
April ..	303	196	350	234	168	510	303	336	302	322	317
May ..	302	195	329	234	173	509	301	343	303	326	320
June ..	301	193	332	234	174	509	300	346	302	327	321
July ..	304	194	332	235	176	521	303	348	305	329	324
August ..	306	194	333	235	178	522	305	348	305	330	324
September ..	303	194	327	235	179	522	303	347	303	330	323
October ..	303	194	321	235	180	526	303	342	303	327	321
November ..	302	195	317	235	186	530	304	339	305	324	319
December ..	303	196	303	235	190	530	304	340	304	325	320

(a) Excluding potatoes and onions. See para. 4, pages 41-42. (b) Represents only such imported commodities as are included in the Wholesale Price Index and does not measure changes in prices of all imports.

### § 3. Wholesale Price Index of Electrical Installation Materials.

1. **General.**—This special purpose index was introduced in 1964 and index numbers have been published for quarterly periods from August 1959 onwards. In addition to its use in connection with the Bureau's constant price estimates in the National Accounting field, the index has a direct value as a measure of changes in aggregate cost of materials used in an important part of the building industry (other than house-building). It is compiled and published quarterly.

2. **Commodities and Grouping.**—The items in this index have been selected as representative of materials used in electrical installation in structures such as hospitals, schools, factories and multi-storied commercial buildings and flats. These items are divided into three main groups for which separate indexes in addition to the "All Groups" index are compiled. The combination of materials selected is fixed as to quantity and quality. A list of the components of the index is set out below with the percentage contribution of each to the All Groups index in the reference base year 1959-60.

3. **Price Quotations.**—The items are priced as at the middle of the month for which index numbers are published. The basis of pricing is the price to electrical contractors, delivered on site or into store, metropolitan area Sydney or Melbourne. The price series used relate to specific standards for each item and in some cases are combinations of prices for different makes, types, etc.

The units of quantity specified as the basis for collecting prices are representative lots normally purchased by electrical contractors, inclusive of quantity discounts and packing and quantity extras, etc.

4. **Method of Construction.**—The index is a fixed-weights index with the reference base: Year 1959-60 = 100. In general, the weights were derived from information relating to the values of materials used in selected representative projects in Sydney and Melbourne during the three years 1960-61 to 1962-63. The projects selected for this purpose had a minimum electrical materials and labour content of \$10,000. Selected representative items carry the weights of similar items not directly priced.

The index is compiled by the method known as the weighted average of price relatives. Base period percentage value weights are applied to quarterly indexes of price movement relative to 1959-60.

#### WHOLESALE PRICE INDEX OF ELECTRICAL INSTALLATION MATERIALS.

COMPOSITION AND WEIGHTING PATTERN AS AT REFERENCE BASE YEAR: 1959-60.

Components.						Percentage Contribution to All Groups Index.
1. CONDUCTORS GROUP	..	..	..	..	..	40.00
Mains—						
Insulated cables	..	..	..	..	..	14.79
Glands	..	..	..	..	..	0.70
Bare copper strand	..	..	..	..	..	0.50
Copper bus-bar	..	..	..	..	..	3.50
						19.49
Circuits—						
Insulated cables and wire	..	..	..	..	..	19.08
Bare copper strand	..	..	..	..	..	1.43
						20.51
2. CONDUIT AND ACCESSORIES GROUP	..	..	..	..	..	25.00
Conduit and Ducting—						
Metal conduit	..	..	..	..	..	10.79
Metal and plastic ducting	..	..	..	..	..	9.46
						20.25
Accessories—						
Metal and plastic junction boxes	..	..	..	..	..	2.59
Metal and plastic accessories—Other	..	..	..	..	..	2.16
						4.75

WHOLESALE PRICE INDEX OF ELECTRICAL INSTALLATION MATERIALS—  
*continued.*

Components.						Percentage Contribution to All Groups Index.	
3. SWITCH-BOARD AND SWITCH-GEAR MATERIAL GROUP ..						35.00	
Bakelite Accessories—							
Mounting blocks ..	..	..	..	..	..	0.65	
Switches ..	..	..	..	..	..	1.40	
Terminal boxes ..	..	..	..	..	..	0.10	
Fluorescent Components and Lamps—						2.15	
Fluorescent tubes and starters ..	..	..	..	..	..	1.37	
Incandescent lamps ..	..	..	..	..	..	0.58	
Iron Clad Accessories—						1.95	
Switch plug ..	..	..	..	..	..	1.67	
Plug top ..	..	..	..	..	..	0.64	
Other accessories ..	..	..	..	..	..	1.30	
Switch-board Accessories' Components—						3.61	
Mild steel ..	..	..	..	..	..	3.07	
Aluminium bar ..	..	..	..	..	..	0.86	
Contactors ..	..	..	..	..	..	4.90	
Circuit breakers ..	..	..	..	..	..	11.00	
Other accessories ..	..	..	..	..	..	7.46	
TOTAL ..						27.29	
						100.00	

5. Index Numbers.—Index numbers for each group of items and for all groups combined for the index of wholesale prices of electrical installation materials are given in the following table. Current index numbers are published quarterly in the mimeographed statistical bulletin *Wholesale Prices—Price Index of Electrical Installation Materials*.

## WHOLESALE PRICE INDEX OF ELECTRICAL INSTALLATION MATERIALS

GROUPS AND ALL GROUPS—INDEX NUMBERS.

(Base of each Index: Year 1959-60 = 100.0(a)).

Period.	Conductors.	Conduit and Accessories.	Switch-board and Switch-gear Material.	All Groups.
Year—				
1959-60 .. ..	100.0	100.0	100.0	100.0
1960-61 .. ..	99.5	102.3	100.9	100.7
1961-62 .. ..	98.7	102.8	99.8	100.1
1962-63 .. ..	96.8	103.6	100.5	99.8
1963-64 .. ..	93.2	103.7	100.8	98.5
1959-60—August ..	99.1	96.1	99.4	98.5
November ..	99.7	100.6	99.2	99.8
February ..	99.9	101.7	100.7	100.6
May ..	101.3	101.7	100.7	101.2
1960-61—August ..	101.1	101.9	100.9	101.2
November ..	99.7	102.2	100.9	100.7
February ..	98.6	102.5	100.8	100.4
May ..	98.7	102.5	101.1	100.5
1961-62 August ..	98.6	102.5	99.6	100.0
November ..	98.6	102.5	99.7	100.0
February ..	98.7	102.5	99.9	100.1
May ..	98.7	103.6	99.9	100.4
1962-63—August ..	97.9	103.6	100.1	100.1
November ..	97.9	103.6	100.6	100.3
February ..	97.9	103.6	100.6	100.3
May ..	93.4	103.6	100.7	98.5
1963-64 August ..	93.3	103.4	100.8	98.5
November ..	93.3	103.8	100.8	98.6
February ..	93.5	103.8	100.8	98.7
May ..	92.6	103.8	100.9	98.3
1964-65—August ..	96.4	104.4	103.8	101.0

(a) The figures appearing after the decimal points are inserted to avoid the distortions that would sometimes occur in rounding off the figures to the nearest whole number.

### § 4. Melbourne Wholesale Price Index.

1. **General.**—An index of Melbourne wholesale prices was first computed in 1912. It related chiefly to basic materials and foods weighted in accordance with consumption in the years immediately preceding that date. Neither the list of items nor the weighting was varied except for some changes in the building materials group in 1949. The series has some historical significance as a measure of changes in the prices, since the year 1861, of its component items combined in the proportions in which they were in common use about the year 1910. A description of the index and a list of commodities included in it were published in Labour Report No. 38, 1949, pages 43–45. Index numbers up to the year 1961, the last period for which the index was compiled, are shown in Labour Report No. 49, page 42.

### § 5. International Comparisons: Wholesale Price Index Numbers.

The following table gives index numbers of wholesale prices during the period 1958 to December, 1964, for Australia and other countries. Except where otherwise noted, the average prices in each country for the year 1958 are taken as base (= 100). The figures, which have been taken from the *Monthly Bulletin of Statistics* published by the Statistical Office of the United Nations, show fluctuations in prices in each country, and do not measure relative price levels as between the various countries included.

#### INDEX NUMBERS OF WHOLESALE PRICES IN VARIOUS COUNTRIES.

(Source: *Monthly Bulletin of Statistics* of the Statistical Office of the United Nations.)  
(Base: 1958 = 100.)

Period.	AUSTRALIA.	BELGIUM.	BRAZIL.	CANADA.	DENMARK.	FRANCE.	GERMANY (Fed. Rep.).	INDIA.	IRELAND.(a)
1958 .. .. .	100	100	100	100	100	100	100	100	100
1959 .. .. .	101	100	138	101	100	105	99	104	100
1960 .. .. .	107	101	181	101	100	107	100	111	100
1961 .. .. .	103	100	250	102	102	110	102	113	101
1962 .. .. .	100	101	383	105	105	113	103	115	105
1963 .. .. .	102	104	664	107	108	117	104	119	106
1964 .. .. .	105	109	1,273	108	111	119	104	134	113
1964—									
March Qtr. .. ..	102	107	989	108	109	119	104	124	109
June .. .. .	105	108	1,171	108	111	118	104	129	113
Sept. .. .. .	106	109	1,338	108	111	118	104	140	114
Dec. .. .. .	105	111	1,560	108	112	120	106	141	115

Period.	ITALY.	JAPAN (Tokyo).	NETHERLANDS.	NEW ZEALAND.	NORWAY.	PHILIPPINES (Manila).	SWEDEN.	SOUTH AFRICA. <sup>b</sup>	UNITED KINGDOM.	UNITED STATES OF AMERICA.
1958 .. .. .	100	100	100	100	100	100	100	100	100	100
1959 .. .. .	97	101	101	102	100	101	100	100	101	100
1960 .. .. .	98	102	99	102	101	106	103	101	101	100
1961 .. .. .	98	103	98	102	102	111	105	100	100	100
1962 .. .. .	101	101	99	102	104	116	107	101	100	100
1963 .. .. .	106	103	101	105	104	128	110	102	102	100
1964 .. .. .	110	103	108	110	109	134	115	104	106	100
1964—										
March Qtr. .. ..	110	104	107	109	107	134	114	103	106	100
June .. .. .	109	103	107	110	108	133	115	103	105	100
Sept. .. .. .	109	103	107	110	110	134	116	105	106	100
Dec. .. .. .	111	104	109	110	111	134	118	107	107	100

(a) Home-produced goods only.

(b) Beginning 1961, Base: November, 1960 = 100.

**NOTE.**—The symbol — on each side of an index number (e.g. -95-) indicates that two series have been linked during that period. The symbol ——— between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even where they are shown on the same base period.

## CHAPTER III.—WAGES AND HOURS.

### § 1. Arbitration and Wages Boards Acts and Associated Legislation.

1. **General.**—Particulars regarding the operation of Commonwealth and State Acts for the regulation of wages, hours and conditions of work were first compiled for the year 1913 and particulars for later years have appeared in subsequent issues of the Labour Report.

2. **Laws Regulating Industrial Matters.**—The principal Acts in force regulating rates of wage, hours of labour and working conditions generally in both Commonwealth and State jurisdictions at the end of 1964 are listed below:—

#### COMMONWEALTH.

*Conciliation and Arbitration Act* 1904–1964.  
*Public Service Arbitration Act* 1920–1960.  
*Coal Industry Act* 1946–1958.  
*Stevedoring Industry Act* 1956–1963.  
*Snowy Mountains Hydro-electric Power Act* 1949–1958.  
*Navigation Act* 1912–1961.

#### STATES.

New South Wales	..	Industrial Arbitration Act, 1940–1964. Coal Industry Act, 1946–1960.
Victoria	..	<i>Labour and Industry Act</i> 1958 as amended to 1964
Queensland	..	" <i>The Industrial Conciliation and Arbitration Acts, 1961 to 1964</i> "
South Australia	..	Industrial Code, 1920–1963. Public Service Arbitration Act, 1961–1964.
Western Australia	..	<i>Industrial Arbitration Act, 1912–1963.</i> <i>Mining Act, 1904–1964.</i>
Tasmania	..	<i>Wages Boards Act</i> 1920 as amended to 1964. <i>Public Service Tribunal Act</i> 1958 as amended to 1961.

3. **Methods of Administration.**—(i) *Commonwealth*—(a) *Conciliation and Arbitration Act.*—Under placitum (xxxv.) of section 51 of the Commonwealth of Australia Constitution, the Commonwealth Parliament is empowered to make laws with respect to "conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State". The Parliament has made such a law, namely, the Conciliation and Arbitration Act.

This Act defines "an industrial dispute" as "(a) a dispute (including a threatened, impending or probable dispute) as to industrial matters which extends beyond the limits of any one State; and (b) a situation which is likely to give rise to a dispute as to industrial matters which so extends; and includes (c) such a dispute in relation to employment in an industry carried on by, or under the control of, a State or an authority of a State; (d) a dispute in relation to employment in an industry carried on by, or under the control of, the Commonwealth or an authority of the Commonwealth, whether or not the dispute extends beyond the limits of any one State; and (e) a claim which an organization is entitled to submit to the Commission under section eleven A of the *Public Service Arbitration Act* 1920–1960 (see page 51) or an application or matter which the Public Service Arbitrator has refrained from hearing, or from



further hearing, or from determining under section fourteen A of that Act, whether or not there exists in relation to the claim, application or matter a dispute as to industrial matters which extends beyond the limits of any one State”.

The Conciliation and Arbitration Act was extensively amended by Act No. 44 of 1956. This amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters under the Act, and the Commonwealth Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. In recent years a number of other amendments have been made to the Act, the latest amending Act being No. 99 of 1964. A summary of the provisions of the *Conciliation and Arbitration Act 1904-1964* is given in the following paragraphs.

(b) *The Commonwealth Industrial Court.*—The Commonwealth Industrial Court is at present composed of a Chief Judge and four other Judges and the Act provides that the jurisdiction of the Commonwealth Industrial Court shall be exercised by not less than two Judges except in the following circumstances. A single Judge may exercise the jurisdiction of the Court with respect to a dismissal or injury of an employee on account of industrial action, interpretation of awards, questions concerning eligibility for membership of an organization, disputes between an organization and its members and a prescribed matter of practice or procedure. A single Judge may refer a question of law for the opinion of the Court constituted by not less than two Judges. The Court is a Superior Court of Record with the same power to punish contempts of its power and authority as is possessed by the High Court. In general, decisions of the Industrial Court are final; however, an appeal lies to the High Court, but only when the latter grants leave to appeal. Provision is made for the registration of employer and employee associations. In matters involving disputed elections in organizations, the Court may direct the Registrar to make investigations, and if necessary order a new election. The Act also provides for the Commission to exercise the powers of the Court with regard to an application for cancellation of registration of an organization. Any such change of jurisdiction must be notified by proclamation. This provision could be used if the powers of the Court in this regard were declared, in whole or in part, to be invalid.

Special provision is made concerning the right of audience before the Commonwealth Industrial Court. Briefly, except in proceedings which, in general, involve questions of law or offences against the Act, parties are able to elect whether to appear personally or to be represented by lawyers or officials. Even in proceedings involving questions of law, except appeals from decisions by other Courts to the Industrial Court on matters arising under this Act or the *Public Service Arbitration Act 1920-1960*, the parties may, if they wish and the Court grants leave, be represented by officials.

(c) *The Commonwealth Conciliation and Arbitration Commission.*—The Commonwealth Conciliation and Arbitration Commission at the end of 1964 was composed of a President, five Deputy Presidents, a Senior Commissioner, ten Commissioners and three Conciliators. The presidential members of the Commission must have been solicitors or barristers of the High Court or of the Supreme Court of a State of not less than five years' standing or Judges of the previously existing Court of Conciliation and Arbitration.

The Commonwealth Conciliation and Arbitration Commission is empowered to prevent or settle industrial disputes by conciliation or arbitration, and to make suggestions and to do such things as appear right and proper for (a) effecting a reconciliation between the parties to industrial disputes; (b) preventing and settling industrial disputes by amicable agreement; and (c) preventing and settling, by conciliation or arbitration, industrial disputes not prevented or settled by amicable agreement. The Commission may exercise its powers of its own motion or on the application of a party.

The President may assign a Commissioner to deal with industrial disputes relating to particular industries, or members of the Commission to deal with a particular industrial dispute. However, subject to the approval of the President, it is the duty of the Senior Commissioner to organize and allocate the work of the Commissioners and Conciliators.

When an industrial dispute occurs or is likely to occur, the Act provides that a Commissioner shall take steps for the prompt prevention or settlement of that dispute by conciliation, or, if in his opinion conciliation is unlikely to succeed or has failed, by arbitration. A Commissioner may arrange with the Senior Commissioner for a Conciliator to assist the parties to reach an amicable agreement and shall do so if the parties so request. If an agreement is reached, a memorandum of its terms shall be made in writing, and may be certified by the Commission. A certified memorandum shall have the same effect as an award.

Only the Commission in Presidential Session, that is, the Commission constituted by at least three presidential members nominated by the President, has the power to make awards, or to certify agreements concerning standard hours, basic wages and long service leave.

An industrial dispute being heard by a Commissioner may be referred to the Commission on the ground of public interest. If a party to a dispute makes an application for such a reference, the Commissioner shall consult with the President, who may direct that the Commission constituted by three members, one of whom is a presidential member and one is, where practicable, the Commissioner concerned, shall hear and determine the dispute, or that part referred to it. In this hearing the Commission may have regard to evidence given and arguments adduced previously before the Commissioner, and it may refer a part of the dispute back to the Commissioner for determination. The President may, before the Commission has been constituted for the referred dispute, authorize a presidential member of the Commission or a Commissioner to take evidence on the Commission's behalf.

An appeal against the decision of a Commissioner shall be heard by not less than three members nominated by the President, of whom at least two shall be presidential members of the Commission. However, an appeal will not be heard unless the Commission considers it is necessary as a matter of public interest. The President, after taking account of the views of the parties to a dispute, may appoint a member of the Commission to take evidence on behalf of a presidential bench of the Commission, so that it can have this evidence before it when it commences its hearing.

Where matters relating to appeals or references to the Commission under both or either of the Conciliation and Arbitration Act and the Public Service Arbitration Act are being heard, and the Commission is not constituted by the same persons for these matters, the President may, if he is of the opinion that

they involve a question in common, direct that the Commission in joint session (i.e. comprised of those persons who constituted the Commission in the separate matters) may take evidence and hear argument on that question.

Provision is also made in the Act for a presidential member of the Commission to handle industrial matters in connection with the maritime industries, the Snowy Mountains Area and the stevedoring industry, except in those matters for which the Act requires that the Commission shall be constituted by more than one member.

The Commonwealth Conciliation and Arbitration Commission also deals with disputes and industrial matters, interstate or intra-State, associated with undertakings or projects of the Commonwealth Government which have been declared by the Minister to be Commonwealth projects for the purposes of this Act. In effect, this places employees of Commonwealth projects, so declared, under the jurisdiction of the Commission. The Commission may also make an award in relation to an industrial dispute involving such employees. The Minister has the power to exempt certain persons or classes of persons working on these projects from the jurisdiction of the Commission.

The Commission may make an award in relation to an industrial dispute when the Public Service Arbitrator refrains from dealing with claims made by a Public Service employee organization or consents to the claims being presented to the Commission, though such an award may be inconsistent with a law of the Commonwealth relating to salaries, wages, rates of pay or terms or conditions of service of employees in the Public Service as defined by section three of the *Public Service Arbitration Act* 1920-1960, not being the *Commonwealth Employees' Compensation Act* 1930-1964, the *Commonwealth Employees' Furlough Act* 1943-1959, the *Superannuation Act* 1922-1963 or any other prescribed Act.

The Act provides that where a State law, or an order, award, decision or determination of a State industrial authority is inconsistent with or deals with a matter dealt with in an award of the Commonwealth Conciliation and Arbitration Commission, the latter shall prevail, and the former, to the extent of the inconsistency or in relation to the matter dealt with, shall be invalid.

(d) *Coal Industry Tribunal*.—The Coal Industry Tribunal was established under the *Commonwealth Coal Industry Act* 1946 and the New South Wales Coal Industry Act, 1946 to consider and determine interstate disputes and, in respect of New South Wales only, intra-State disputes between the Australian Coal and Shale Employees' Federation and employers in the coal-mining industry.

Special war-time bodies were created to deal with specific aspects of the coal industry, reference to which was made in earlier issues of the Labour Report (see No. 40, page 53). Under amending legislation passed jointly by the Commonwealth and New South Wales Parliaments in 1951, the Tribunal was vested with authority to deal with all interstate industrial disputes in the coal-mining industry, irrespective of the trade union involved, and, in the case of New South Wales, intra-State disputes also. The Tribunal consists of one person, who may appoint two assessors nominated by the parties to advise him in matters relating to any dispute. Subsidiary authorities are the Local Coal Authorities and Mine Conciliation Committees, who may be appointed to assist in the prevention and settlement of certain disputes. An amendment to the Commonwealth Coal Industry Act, passed in 1952, makes it obligatory for the Tribunal to use conciliation and arbitration to settle industrial disputes.

(e) *Commonwealth Public Service Arbitrator*.—Wages, hours of work and working conditions in the Commonwealth Public Service are regulated by the Commonwealth Public Service Arbitrator, under powers conferred by the *Public Service Arbitration Act 1920-1960*. The system of arbitration commenced to operate in 1912, cases being heard by the Commonwealth Court of Conciliation and Arbitration as part of the ordinary work of that Court. In 1920, however, the control was transferred to the Arbitrator, who is appointed by the government for a term of seven years, and who need not have legal qualifications.

Provision is now made for an organization of employees in the Public Service to submit a claim to the Commonwealth Conciliation and Arbitration Commission with the consent of the Public Service Arbitrator or where the Arbitrator has, other than on the ground of triviality, refrained from hearing or determining the claim.

Appeals from decisions of the Arbitrator may be made to the Commission.

(f) *Australian Capital Territory*.—Since May, 1949, industrial matters in the Australian Capital Territory have been dealt with by authorities established by the Commonwealth Conciliation and Arbitration Act. Matters outside the jurisdiction of a Commissioner, assigned to the Australian Capital Territory, are dealt with by the Commonwealth Industrial Court and the Commonwealth Conciliation and Arbitration Commission.

From 1922 to 1949 industrial matters in the territory were regulated by a local Industrial Board. Details of the provisions relating to the Board during its period of jurisdiction may be found in earlier issues of the Labour Report (see No. 36, p. 51).

(ii) *States*—(a) *New South Wales*.—The controlling authority is the Industrial Commission of New South Wales, which, at the end of 1964, consisted of a President and seven other Judges. Subsidiary tribunals are the Conciliation Commissioners, the Apprenticeship Commissioner, Conciliation Committees and Apprenticeship Councils constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as Chairman and equal numbers of representatives of employers and employees. The Apprenticeship Commissioner and the members of the Conciliation Committee for an industry constitute the Apprenticeship Council for the industry. These subsidiary tribunals may make awards binding on industries, but an appeal to the Industrial Commission may be made against any award. Special Commissioners with conciliatory powers and limited arbitration powers may be appointed. Compulsory control commenced in 1901, after the earlier Acts of 1892 and 1899 providing for voluntary submission of matters in dispute had proved abortive.

(b) *Victoria*.—The authorities are separate Wages Boards for the occupations and industries covered, each consisting of a chairman and equal numbers of representatives of employers and employees, and a Court of Industrial Appeals, the latter presided over by a Judge of the County Court. The system was instituted in the State in 1896, and represented the first example in Australia of legal regulation of wage rates.

(c) *Queensland*.—Legal control was first instituted in 1908 with the passing of the Wages Boards Act. "The Industrial Conciliation and Arbitration Act of 1961" established the Industrial Conciliation and Arbitration Commission and preserved and continued in existence the Industrial Court. The Industrial Court is constituted by the President (a Judge of the Supreme Court of

Queensland) sitting alone, and the Full Industrial Court by the President and two Commissioners. The Conciliation and Arbitration Commission is constituted by a Commissioner sitting alone and the Full Bench of the Commission by at least three Commissioners. Not more than five Commissioners shall be appointed. A Commissioner shall not be capable of being a member of the Executive Council or of the Legislative Assembly, and shall not take part in the management of any business. For further details of the provisions of "*The Industrial Conciliation and Arbitration Act of 1961*" see Labour Report No. 49, pages 52-54.

(d) *South Australia*.—The principal tribunal is the Industrial Court of South Australia composed of the President (a person eligible for appointment as a Judge of the Supreme Court) who may be joined by two assessors employed in the industry concerned; Deputy Presidents may also be appointed. There are also Industrial Boards for the various industries, consisting of a chairman and equal numbers of representatives of employers and employees. Another tribunal provided for under the Industrial Code is the Board of Industry, composed of a President, who shall be the President or a Deputy President of the Industrial Court, and four Commissioners. Broadly speaking, the functions of these three tribunals are:—(i) the Industrial Court delivers awards concerning workers who do not come under the jurisdiction of the Industrial Boards and hears appeals from decisions of Industrial Boards, and Boards of Reference; (ii) the determinations of the Industrial Boards apply to most industries in the metropolitan area; however, for employees of the Public Service, Railways and councils of a municipality or district, determinations of Industrial Boards apply to the whole of the State; (iii) the Board of Industry declares, for the whole of the State, the "living" wage.

(e) *Western Australia*.—Legal control dates back to 1900. The present system of control comprises the Western Australian Industrial Commission consisting of four Commissioners, and the Western Australian Industrial Appeal Court consisting of three Supreme Court Judges who are nominated by the Chief Justice of Western Australia. A Commissioner may, in relation to any dispute or other matter, refer such matters to the Commission in Court Session. Similarly, appeals from decisions of a single Commissioner are heard by the other three Commissioners acting as the Commission in Court Session, but such hearings are restricted to the evidence and matters raised in the proceedings before the single Commissioner. The Commission in Court Session fixes and adjusts the basic wage. Appeals from the Commission to the Industrial Appeal Court are limited to matters which are erroneous in law or in excess of jurisdiction. The Court has power to impose penalties for disobedience of orders made by the Commission.

The Western Australian Coal Industry Tribunal has power to determine any industrial matter in the coal-mining industry. It consists of a chairman and four other members (two representatives each of employers and employees). Boards of Reference may be appointed by the Tribunal and from 1st February, 1964, decisions of the Tribunal may be reviewed by the Industrial Commission in Court Session.

(f) *Tasmania*.—The authority consists of Wages Boards for separate industries, comprising a chairman (who is common to all Wages Boards), appointed by the Governor, and equal numbers of representatives of employers and employees, appointed by the Minister administering the Act. The system was instituted in 1910.

**4. New Legislation and Special Reports.**—Information concerning the main provisions of various industrial Acts in force throughout Australia was given in earlier Labour Reports, and brief reviews are furnished, in each issue, of the more important aspects of new industrial legislation having special application to the terms of awards or determinations. The year 1964 is covered in this issue.

(i) *Commonwealth.*—(a) An amendment to the *Conciliation and Arbitration Act* 1904–1961, assented to on 20th November, 1964, increased from three to four the number of Judges, other than the Chief Judge, in the Commonwealth Industrial Court.

The amending Act also provides that if a Judge of the Court accepts appointment to a judicial office in any part of Her Majesty's dominions outside the Commonwealth or within its Territories, the acceptance of such an appointment will not affect his office as a Judge of the Industrial Court.

(b) The *Commonwealth Employees' Compensation Act* 1930–1962 was amended by the *Commonwealth Employees' Compensation Act* 1964 which came into operation on 20th November. A summary of its provisions is given in the Workers Compensation Legislation section of this Labour Report.

(c) The *National Service Act* 1964, assented to on 24th November, 1964, includes sections dealing with employer and employee relationships arising from the re-introduction of national service training.

Employers who prevent an employee from registering or from rendering service under the Act will be liable to a penalty of £100. Employers are not to penalize or prejudice an employee, because of his liability to render service under this Act, by reducing his salary or wages, by dismissal, or in any other way.

The Act also provides that upon service of a notice for attendance at the place specified therein a person will be covered by the provisions of the *Commonwealth Employees' Compensation Act* 1930–1964.

(d) Amendments to the Commonwealth Metal Trades Award in October, 1964, provided for a shorter term of apprenticeship in the sheetmetal, boiler-making and blacksmithing trades for apprentices who have the necessary educational standard and vocational aptitude. These amendments had been agreed to by unions and employer organizations and had extended the arrangements which already applied to the following trades: fitting, turning, pattern making, machining, electrical fitting, electrical mechanics, motor mechanics, panel beating, welding, etc.

The Commonwealth Government has extended its scheme for encouraging apprentices in country areas to cover the sheetmetal, boiler-making and blacksmithing trades. Under this scheme financial incentives are available to country employers who are prepared to employ apprentices in excess of their normal intake, and living allowances are payable to country apprentices who are obliged to live away from home through taking up their apprenticeship. This scheme is already operative in the engineering, electrical, building, auto electrical and panel beating trades.

(ii) *New South Wales.*—(a) The Industrial Arbitration (Amendment) Act, 1964 which came into operation on 16th October, 1964, gives special Commissioners power to take evidence on oath, and varies the tenure of office of members of Conciliation Committees.

In relation to compulsory conferences, the Conciliation Commissioner or Committee is empowered to investigate the merits of the question, dispute or difficulty irrespective of whether or not the employees concerned are on strike.

A new sub-section added to Section 25 provides that no award shall be made unless the causes of, and the circumstances pertaining to the question, dispute or difficulty have been investigated by the Conciliation Commissioner or Committee concerned and the Conciliation Commissioner or Committee is satisfied that all reasonable steps have been taken to effect an amicable settlement of such question, dispute or difficulty.

The Act permits the recovery by an employee of all moneys payable under an award or industrial agreement.

The Act abolishes quarterly adjustments of the basic wage and fixes the State basic wage at the rate determined by the Commonwealth Conciliation and Arbitration Commission. This section of the amending legislation became operative from the commencement of the first complete pay-period on or after 19th June, 1964.

This amending Act also enables Industrial Tribunals to insert in awards or industrial agreements provision for the giving of notice of termination of employment to employees made redundant by the introduction of mechanization or other technological changes. Notice of not less than three months must be given, and the period of notice is deemed to be service with the employer for the purpose of calculating long service leave and annual holidays. Notice of such termination is to be given to the Industrial Registrar, the Director of the Vocational Guidance Bureau and the Director of Technical Education.

The Act amends the provisions of Part X of the original Act with regard to proceedings in respect of illegal strikes. Costs may now not be awarded in any proceedings under this part of the Act. Applications for leave to commence proceedings for a penalty under Section 100 of the Act must be lodged with the Registrar not later than 14 days after the cessation of the strike to which the application refers. Certain defences to proceedings are provided. No proceedings for an order shall be commenced except by leave of the Commission which must be satisfied that certain statutory provisions have been complied with.

(b) The Annual Holidays (Amendment) Act, 1964 which became operative on 29th September, 1964, adopts the principles applicable to the determination of "ordinary pay" contained in the Long Service Leave Act, 1955-1963, so as to ensure that a worker shall be paid for annual leave at his ordinary rate of pay. In computing holiday pay, bonuses, commissions, etc., are taken into consideration. Ordinary pay does not include amounts payable in respect of shift work, overtime, or other penalty rates.

The Act provides that a worker shall receive one month's instead of seven days' notice before proceeding on annual leave.

The cash value of board and lodging provided for a worker where such value is not fixed by, or under, the terms of the employment has been increased from 15s. (\$1.50) to 30s. (\$3.00) a week for board and from 5s. (\$0.50) to 10s. (\$1.00) for lodging.

(c) The Bread Industry (Amendment) Act, 1964, which was assented to on 16th December, 1964, enables the hours for the making or baking of bread, as prescribed by the Bread Industry Act to be varied in such manner as will permit the making or baking to be commenced at earlier times as specified or as may be authorized by variation.



The amending Act permits certain deliveries of bread to be made on days which are fixed as holidays by Statute but are not fixed as holidays by the appropriate award.

(d) The Factories, Shops and Industries (Amendment) Act, 1964 alters from 6 p.m. to 8.45 p.m. the latest time that may be fixed by an industrial award for the cessation of ordinary hours of work on Thursdays by employees in ladies' hairdressing shops.

The Act provides that the closing times of hairdressers' shops on week days shall be the times so fixed in respect of the employees in the shops. The Act defines a ladies' hairdressing shop as a hairdresser's shop in which hairdressing work is done for females only.

(iii) *Victoria*.—(a) The *Labour and Industry (Long Service Leave) Act 1964*, assented to on 15th December, 1964, provides long service leave on the basis of thirteen weeks for fifteen years' service (*see also* § 8, Long Service Leave).

(b) The *Public Service (Amendment) Act 1964*, passed in May, 1964, removes the previous limit of three weeks annual leave, and gives the Public Service Board power to grant employees annual leave in accordance with Public Service Regulations. The Public Service (Public Service Board) Regulations were amended on 9th June, 1964, effective on and from 11th June, and gave employees an entitlement to three weeks' leave. Under the amending Act public servants are entitled to four and a half months' long service leave after fifteen years' service (instead of six months after twenty years' service).

(iv) *Queensland*.—(a) "*The Industrial Conciliation and Arbitration Acts Amendment Act of 1964*" (No. 67 of 1964), assented to on 23rd December, 1964, amended "*The Industrial Conciliation and Arbitration Acts 1961 to 1963*".

The long service leave provisions of the Act were amended to reduce the qualifying period for thirteen weeks' leave from twenty to fifteen years, with pro-rata leave for employees who complete ten years' service. For further details of the long service leave provisions *see also* § 8, Long Service Leave.

The amending legislation provides that a Commissioner, in dealing with proceedings for any award currently before him, must refer the matter of such proceedings to a Full Bench of the Commission if he is of the opinion that a decision on the proceedings will affect any award other than the one before him. The Commissioner cannot be a member of the Full Bench which hears and determines the matter of such reference.

A new section governing the fixation of trading hours for shops, etc., gives the Full Bench of the Commission jurisdiction in these matters.

(b) In January, 1964, a Committee was appointed by the Minister for Labour and Industry to investigate the desirability of introducing a new Apprentices and Minors Act which would conform with present day conditions. On 26th May, 1964, the Apprenticeship Inquiry Committee presented a report containing its findings and recommendations.

The Committee's recommendations are incorporated in "*The Apprenticeship Act of 1964*". This Act, assented to on 21st December, 1964, consolidates and amends the law relating to the terms and conditions governing apprenticeship.

(v) *South Australia*.—The Public Service Arbitration Act Amendment Act, 1964, was assented to on 22nd October, 1964, enabling officers employed by the South Australian Government or any State instrumentality, to whom the Public Service Act does not apply, to be brought by proclamation within the operation of the Public Service Arbitration Act. Several amendments of an administrative nature were also made to the principal Act.



The following should be noted in connection with material concerning South Australian industrial legislation which appeared in Labour Report No. 50, 1962 and 1963.

In the last paragraph on page 55 of that Labour Report it was stated:—“Determinations of a board did not apply to a son or daughter of an employer under the earlier legislation but this exemption was now abolished.” Though this particular section of the Act was struck out by the amending legislation, the law remains the same since this exemption is included in the definition of “employee” in section 5 (i) of the Industrial Code.

Secondly, in the second paragraph on page 56 of Labour Report No. 50, it was stated that “foundry and welding operations were brought within the regulations governing factories in which dust is generated”. In fact the amending legislation authorises the making of regulations covering safety and ventilation in foundries, and in factories wherein any welding operations are carried on. These provisions have no particular relevance to section 318 dealing with the prevention of dust inhalation in factories.

(vi) *Western Australia*.—(a) An amendment to the *Industrial Arbitration Act, 1912–1963* which became operative on the 1st February, 1964, provided for the new system of control outlined on page 52.

(b) The *Long Service Leave Act Amendment Act (No. 2), 1964*, assented to on 12th November, 1964, provides thirteen weeks long service leave after fifteen years’ continuous service. (See also § 8, Long Service Leave.)

(vii) *Tasmania*.—(a) The *Wages Boards Act 1964* was assented to on 20th November, 1964. This Act provides for the recovery of unpaid amounts of wages, etc., arising from breaches of determinations, in proceedings commencing either within three months from the date of the decision of the Police Magistrate hearing the complaint, or, within nine months from the commission of the offence.

The amending Act also provides for the payment of expenses, etc., to persons summoned to attend compulsory wages board conferences.

(b) The *Apprentices Act 1964* amended the *Apprentices Act 1942* as amended and became effective on 26th November, 1964.

Under the terms of the amending Act, apprentices who fail to attend the prescribed classes or to undertake by correspondence the prescribed instruction became liable to a maximum penalty of five pounds.

The amending legislation also requires employers to allow apprentices to attend classes for an average of not more than eight hours per week (previously four) as directed by the Apprenticeship Commission.

(c) The *Long Service Leave Act 1964*, assented to on 17th December, 1964 amended the *Long Service Leave Act 1956* as amended. It provides for long service leave on the basis of thirteen weeks after fifteen years’ continuous service (see also § 8, Long Service Leave).

(d) *Select Committee on Equal Pay*.—A Legislative Council select committee was appointed early in 1963 to investigate equal pay for the sexes. In its report in November, 1964, the Committee endorsed the principle of equal pay but recommended against its general implementation in Tasmania. The report states that the Tasmanian Government should not legislate for equal pay until similar determinations had been made by the Commonwealth Conciliation and Arbitration Commission and by wage-fixing authorities in other States. Where a tribunal or wages board in any way included provisions for equal pay in its determinations, etc., the elimination of differential wage rates based on sex should be spread over five years beginning from the January next following the determinations, etc.

(viii) *Territories*.—No industrial legislation affecting only the Northern Territory or the Australian Capital Territory was passed in 1964.

## § 2. Incidence of Industrial Awards, Determinations and Agreements.—

(i) *General*.—In May, 1963, a survey was conducted to ascertain the approximate proportions of employees affected by awards, determinations, and registered industrial agreements under the jurisdiction of Commonwealth and State industrial authorities. The proportions of employees not so affected by awards etc., (including those affected by unregistered industrial agreements) were also obtained.

The survey related to the last pay-period in May, 1963, and covered employees in the six Australian States but excluded those in the Northern Territory and the Australian Capital Territory. Because of coverage difficulties, employees in rural industry and in private domestic service were excluded altogether from the survey.

Returns were collected from—(a) a stratified random sample of those private employers and local government authorities subject to pay-roll tax (i.e. those paying wages or salaries of more than £200 [\$400] a week); and (b) practically all Commonwealth and State government and semi-government authorities, and public hospitals.

The survey was representative of 2,044,000 male and 759,000 female employees constituting about 87 per cent. of all males and 82 per cent. of all females employed as wage or salary earners in the industries specified in the six States.

The term, “awards, etc.” as used in the following tables denotes awards or determinations of, or agreements registered with, Commonwealth or State industrial authorities. Employees whose rates of pay and working conditions were not affected by awards, determinations or registered agreements and employees covered by formal, though unregistered, industrial agreements between employee organizations and employers are shown as “not affected by awards, etc.”

(ii) *Incidence of Commonwealth and State Awards, etc.*.—The following table shows, for Australia, the proportions of all employees represented in the survey who were affected by awards, etc., of Commonwealth and State industrial authorities and those not so affected.

**PROPORTIONS OF EMPLOYEES AFFECTED BY COMMONWEALTH AND STATE AWARDS, ETC.: AUSTRALIA(a), MAY, 1963.**

Commonwealth and State Awards, etc.(b)	Percentage of Males Affected.	Percentage of Females Affected.
	per cent.	per cent.
Commonwealth Awards, etc. . . . .	42.3	31.0
New South Wales State Awards, etc. . . . .	18.3	26.0
Victorian State Awards, etc. . . . .	8.0	15.1
Queensland State Awards, etc. . . . .	9.0	7.8
South Australian State Awards, etc. . . . .	2.8	5.3
Western Australian State Awards, etc. . . . .	5.1	4.1
Tasmanian State Awards, etc. . . . .	1.2	1.4
Total Affected by Awards, etc. . . . .	86.7	90.7
Not Affected by Awards, etc. . . . .	13.3	9.3
<b>Total . . . . .</b>	<b>100.0</b>	<b>100.0</b>

(a) Excludes Northern Territory and the Australian Capital Territory.  
term “awards, etc.” see text above.

(b) For definition of the

(iii) *Incidence of Awards, etc.—Main Industry Groups.*—The table below shows, for Australia, the incidence of awards, determinations and agreements of Commonwealth and State industrial authorities, etc., in the main industry groups.

INCIDENCE OF AWARDS, ETC., BY MAIN INDUSTRY GROUPS: AUSTRALIA(a),  
MAY, 1963.

Industry Group.	Employees Represented in Estimates.	Percentage Affected by Common- Awards, etc. (b)	Percentage Affected by State Awards, etc. (b)	Percentage Not Affected by Awards, etc.(b)	Total.
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MALES.

	'000.	Per cent.	Per cent.	Per cent.	Per cent.
Founding, metals, vehicles, etc.	381	64.4	24.6	11.0	100.0
Other manufacturing ..	468	38.5	46.9	14.6	100.0
<i>Total Manufacturing</i> ..	849	50.1	36.9	13.0	100.0
Mining and quarrying ..	42	40.5	35.4	24.1	100.0
Building and construction ..	188	23.6	65.1	11.3	100.0
Transport and communication	293	69.3	24.9	5.8	100.0
Finance and property ..	85	30.8	33.1	36.1	100.0
Wholesale and retail trade ..	260	20.3	59.5	20.2	100.0
Public administration and community and business services	266	27.1	64.5	8.4	100.0
All other .. .. .	61	38.9	47.0	14.1	100.0
<b>Total</b> .. .. .	2,044	42.3	44.4	13.3	100.0

FEMALES.

	'000.	Per cent.	Per cent.	Per cent.	Per cent.
Founding, metals, vehicles, etc.	60	51.2	42.7	6.1	100.0
Other manufacturing ..	192	54.8	36.4	8.8	100.0
<i>Total Manufacturing</i> ..	252	53.9	37.9	8.2	100.0
Transport and communication	37	63.1	26.7	10.2	100.0
Finance and property ..	60	34.7	48.9	16.4	100.0
Wholesale and retail trade ..	155	7.4	85.4	7.2	100.0
Public administration and community and business services	195	10.4	79.8	9.8	100.0
All other .. .. .	60	39.5	50.7	9.8	100.0
<b>Total</b> .. .. .	759	31.0	59.7	9.3	100.0

(a) Excludes Northern Territory and the Australian Capital Territory.  
term "awards, etc." see text above.

(b) For definition of the

(iv) *Incidence of Awards, etc.—States.*—The incidence of awards, determinations and agreements of Commonwealth and State industrial authorities, etc., in each of the six States and Australia is shown in the following table.

INCIDENCE OF INDUSTRIAL AWARDS, ETC.: STATES, MAY, 1963.

State.	Employees Represented in Estimates.	Percentage Affected by Common-Awards, etc. (b)	Percentage Affected by State Awards, etc. (b)	Percentage Not Affected by Awards, etc.(b)	Total.
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MALES.

	'000.	Per cent.	Per cent.	Per cent.	Per cent.
New South Wales .. ..	807	40.4	46.3	13.3	100.0
Victoria .. ..	588	57.3	27.9	14.8	100.0
Queensland .. ..	254	17.8	72.4	9.8	100.0
South Australia .. ..	194	55.7	29.0	15.3	100.0
Western Australia .. ..	136	13.3	76.5	10.2	100.0
Tasmania .. ..	65	47.4	37.5	15.1	100.0
<b>Total(a) .. ..</b>	<b>2,044</b>	<b>42.3</b>	<b>44.4</b>	<b>13.3</b>	<b>100.0</b>

FEMALES.

	'000.	Per cent.	Per cent.	Per cent.	Per cent.
New South Wales .. ..	310	27.2	63.9	8.9	100.0
Victoria .. ..	244	44.3	47.0	8.7	100.0
Queensland .. ..	80	18.8	74.0	7.2	100.0
South Australia .. ..	64	23.7	62.3	14.0	100.0
Western Australia .. ..	42	14.8	74.4	10.8	100.0
Tasmania .. ..	19	35.4	53.1	11.5	100.0
<b>Total(a) .. ..</b>	<b>759</b>	<b>31.0</b>	<b>59.7</b>	<b>9.3</b>	<b>100.0</b>

(a) Excludes Northern Territory and the Australian Capital Territory.  
term "awards, etc." see text above.

(b) For definition of the

### § 3. Rates of Wage and Hours of Work.

1. *General.*—The collection of data for minimum rates of wage in the various occupations in each State was first undertaken by this Bureau in 1913. Particulars were ascertained primarily from awards, determinations and industrial agreements under Commonwealth and State Acts and related to the minimum wage prescribed. In those cases where no award, determination or registered agreement was in force, the ruling union or predominant rate of wage was ascertained from employers and secretaries of trade unions. This applied mainly in the earlier years; in recent years all occupations included have been covered by awards, etc. In a few cases, occupations covered by unregistered agreements have been included, where such agreements are dominant in the industries to which they refer. From the particulars so obtained, indexes of "nominal" (i.e. minimum) weekly wage rates were calculated for a number of industry groups until the end of 1959. The index for each industry group was the unweighted average of wage rates for selected occupations within the group. These industry indexes were combined into an aggregate index by using industry weights as current in or about 1911.

Results were first published for 1913 in Labour Report No. 2, pages 28-43. Within a few years, the scope of these indexes was considerably extended (see Labour Report No. 5, pages 44-50). On the basis then adopted, weighted average minimum weekly and hourly wage rates and hours of work were published quarterly from September, 1917, to June, 1959, in the *Quarterly Summary of Australian Statistics*, and these were summarized annually in the Labour Report. Less detailed particulars of wage rates were also ascertained for each year back to 1891, and these were published in earlier issues of the Labour Report.

Early in 1960 these indexes were replaced by a new series constructed on the basis of data obtained from investigations which were commenced in 1954, as described in para. 2 below.

**2. Indexes of Minimum Weekly and Hourly Wage Rates and Standard Hours of Work.**—This section contains indexes (with base: year 1954 = 100) of minimum weekly and hourly rates of wage and standard hours of work for adult males and adult females for Australia and each State. In the indexes there are 15 industry groups for adult males and 8 industry groups for adult females. For relevant periods these indexes replace cognate indexes (base: year 1911 = 1,000 for males and April, 1914 = 1,000 for females) published in issues prior to No. 47, 1959.

The indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April, 1954, which showed the number of employees covered by individual awards, determinations and agreements. This provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November, 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.

The industry classification used in the current indexes, shown in the table on page 62, does not differ basically from the previous classification, the alterations being largely in the arrangement of groups. A comparison was given in Labour Report No. 47, page 23. The former Pastoral, Agricultural, etc., group is not included in the current indexes and the Domestic part of the group, "Amusement, Hotels, Personal Service, etc.", is excluded because of coverage difficulties.

The minimum wage rates and standard hours of work used in the new indexes are for representative occupations within each industry and have been derived entirely from representative awards, determinations and agreements. Wage rates and index numbers for adult males are available at the end of each quarter for the period March, 1939, to December, 1956, and at the end of each month from January, 1957. Particulars for adult females are compiled quarterly and are available from March, 1951. The index for adult males includes rates for 3,415 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 and 515. By use of the industry and occupation weights derived from the surveys described above, these rates and hours were combined to give weighted averages for each industry group for each State and Australia. Weighted averages of the components of the total minimum wage rate, i.e. basic wage, margin and loading, were calculated separately for employees covered by Commonwealth awards, etc., and for those covered by State awards, etc. (See page 65.)

Because the indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries", those awards, etc., which relate solely or mainly to salary earners are excluded.

The particulars given in this chapter show variations in minimum weekly and hourly rates of wage and standard hours of work from year to year in each State and in various industry groups. The amounts should not be regarded as actual current averages but as indexes expressed in money and hour terms, indicative of trends. Neither the amounts nor the corresponding index numbers measure the relative level of wage rates or hours as between States. Tables showing particulars of wage rates and index numbers from 1939 (for adult males), and 1951 (for adult females) to December, 1964, will be found in Sections IV. and V. of the Appendix. Further particulars of wage rates and index numbers will be found in the statistical bulletin, *Minimum Wage Rates, March, 1939 to June, 1964*. Current figures are published in the monthly bulletin *Wage Rates and Earnings*.

In Sections VII. and VIII. of the Appendix, particulars of award wage rates and hours of work are given for a large number of the more important occupations in each industry group in Australia.

**3. Weekly Wage Rates, Adult Males.**—(i) *Industry Groups, States.* The following table shows the weighted average minimum weekly rates of wage payable to adult male workers, for a full week's work, at 31st December, 1964, together with corresponding index numbers, in each of the principal industry groups.

**WEEKLY RATES OF WAGE: ADULT MALES, INDUSTRY GROUPS,  
31st DECEMBER, 1964.(a)**

*Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.*

Industry Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE.(b)</b> (\$)							
Mining and Quarrying(c) ..	51.48	39.13	46.95	38.40	41.68	40.40	47.48
Manufacturing—							
Engineering, Metals, Vehicles, etc.	38.90	38.75	39.12	38.77	38.85	40.38	38.88
Textiles, Clothing and Footwear	38.22	37.77	38.18	36.73	38.05	37.21	37.89
Food, Drink and Tobacco ..	39.07	40.22	38.53	37.48	38.77	38.52	39.17
Sawmilling, Furniture, etc. ..	39.35	37.74	37.31	38.08	37.51	38.12	38.23
Paper, Printing, etc. ..	41.88	42.62	43.34	41.50	44.28	39.74	42.19
Other Manufacturing ..	39.29	38.65	37.63	38.47	37.77	38.95	38.78
All Manufacturing Groups ..	39.15	38.97	38.71	38.57	38.61	39.28	38.97
Building and Construction ..	40.53	42.20	37.66	39.28	38.49	40.09	40.14
Railway Services ..	39.57	36.48	39.61	37.52	37.08	38.88	38.46
Road and Air Transport ..	40.38	38.72	36.84	37.62	38.77	38.33	39.05
Shipping and Stevedoring(d) ..	38.99	39.05	38.62	38.81	38.36	38.63	38.85
Communication ..	45.02	44.68	44.44	44.10	44.60	43.76	44.69
Wholesale and Retail Trade ..	39.70	39.89	39.49	38.46	38.83	40.12	39.54
Public Authority (n.e.i.) and Community and Business Services ..	39.87	38.45	38.66	37.25	37.36	40.78	38.84
Amusement, Hotels, Personal Service, etc. ..	38.60	36.53	37.31	36.58	37.20	37.27	37.52
All Industry Groups(a) ..	40.23	39.46	39.21	38.67	38.82	39.66	39.62

For footnotes see next page.

## WEEKLY RATES OF WAGE, ETC.(a)—continued.

Industry Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
INDEX NUMBERS.							
(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)							
Mining and Quarrying(c) ..	182.3	138.6	166.2	136.0	147.6	143.0	168.1
Manufacturing—							
Engineering, Metals, Vehicles, etc.	137.7	137.2	138.5	137.3	137.6	143.0	137.7
Textiles, Clothing and Footwear	135.3	133.7	135.2	130.1	134.7	131.7	134.2
Food, Drink and Tobacco ..	138.3	142.4	136.4	132.7	137.3	136.4	138.7
Sawmilling, Furniture, etc. ..	139.3	133.6	132.1	134.8	132.8	135.0	135.4
Paper, Printing, etc. ..	148.3	150.9	153.5	146.9	156.8	140.7	149.4
Other Manufacturing ..	139.1	136.9	133.3	136.2	133.7	137.9	137.3
All Manufacturing Groups ..	138.6	138.0	137.1	136.6	136.7	139.1	138.0
Building and Construction ..	143.5	149.4	133.3	139.1	136.3	142.0	142.1
Railway Services ..	140.1	129.2	140.2	132.9	131.3	137.6	136.2
Road and Air Transport ..	143.0	137.1	130.5	133.2	137.3	135.7	138.3
Shipping and Stevedoring(d) ..	138.1	138.3	136.7	137.4	135.8	136.8	137.6
Communication ..	159.4	158.2	157.4	156.2	157.9	154.9	158.2
Wholesale and Retail Trade ..	140.6	141.3	139.8	136.2	137.5	142.0	140.0
Public Authority (n.e.i.) and Community and Business Services ..	141.2	136.1	136.9	131.9	132.3	144.4	137.5
Amusement, Hotels, Personal Service, etc.	136.7	129.4	132.1	129.5	131.7	132.0	132.8
All Industry Groups(2) ..	142.5	139.7	138.8	136.9	137.5	140.4	140.3

(a) Excludes rural industry. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wages are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include value of keep, where supplied.

(ii) *Summary, States.*—The following table shows, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult male workers for a full week's work at the dates specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown.

## WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS.(a)

Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.

End of—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGES.(b)							
(\$)							
December, 1939 .. ..	10.01	9.71	9.94	9.41	10.05	9.22	9.83
" 1945 .. ..	12.25	12.11	11.81	11.60	12.03	11.56	12.06
" 1950 .. ..	20.62	20.18	19.52	19.79	20.06	19.80	20.20
" 1954 .. ..	29.32	28.48	27.56	28.16	28.72	28.77	28.68
" 1955 .. ..	30.52	29.56	28.35	28.50	30.01	29.36	29.70
" 1956 .. ..	32.28	30.96	30.28	29.63	31.28	31.39	31.30
" 1957 .. ..	32.45	31.60	30.43	30.69	32.16	31.85	31.74
" 1958 .. ..	32.92	31.97	31.78	31.24	32.40	32.36	32.29
" 1959 .. ..	35.02	34.42	33.43	33.99	34.08	34.71	34.47
" 1960 .. ..	36.28	34.99	35.07	34.22	35.81	35.15	35.50
" 1961 .. ..	37.34	36.22	35.98	35.46	36.38	36.27	36.58
" 1962 .. ..	37.37	36.37	35.97	35.65	36.57	36.48	36.66
" 1963 .. ..	38.28	37.20	37.00	36.40	37.50	37.29	37.55
March, 1964 .. ..	38.41	37.28	37.01	36.43	37.54	37.51	37.63
June, 1964 .. ..	40.00	38.88	37.45	38.48	38.08	39.45	39.06
September, 1964 .. ..	40.08	39.39	38.69	38.53	38.50	39.55	39.43
December, 1964 .. ..	40.23	39.46	39.21	38.67	38.82	39.66	39.62

For footnotes see next page.

WEEKLY WAGE RATES, ETC.(a)—continued.

End of—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
INDEX NUMBERS.							
(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)							
December, 1939 .. ..	35.4	34.4	35.2	33.3	35.6	32.6	34.8
" 1945 .. ..	43.4	42.9	41.8	41.1	42.6	40.9	42.7
" 1950 .. ..	73.0	71.4	69.1	70.1	71.0	70.1	71.5
" 1954 .. ..	103.8	100.9	97.6	99.7	101.7	101.9	101.6
" 1955 .. ..	108.1	104.7	100.4	100.9	106.3	104.0	105.2
" 1956 .. ..	114.3	109.6	107.2	104.9	110.8	111.2	110.8
" 1957 .. ..	114.9	111.9	107.8	108.7	113.9	112.8	112.4
" 1958 .. ..	116.6	113.2	112.5	110.6	114.7	114.6	114.3
" 1959 .. ..	124.0	121.9	118.4	120.4	120.7	122.9	122.0
" 1960 .. ..	128.5	123.9	124.2	121.2	126.8	124.5	125.7
" 1961 .. ..	132.2	128.2	127.4	125.6	128.8	128.4	129.5
" 1962 .. ..	132.3	128.8	127.4	126.2	129.5	129.2	129.8
" 1963 .. ..	135.5	131.7	131.0	128.9	132.8	132.0	133.0
March, 1964 .. ..	136.0	132.0	131.0	129.0	132.9	132.8	133.3
June, 1964 .. ..	141.6	137.7	132.6	136.3	134.8	139.7	138.3
September, 1964 .. ..	141.9	139.5	137.0	136.4	136.3	140.0	139.6
December, 1964 .. ..	142.5	139.7	138.8	136.9	137.5	140.4	140.3

(a) Excludes rural industry. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(iii) *Industry Groups, Australia.*—The following table shows for Australia the weighted average minimum weekly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS,(a) AUSTRALIA.

Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.

Industry Group.	End of December—						
	1939.	1945.	1950.	1955.	1960.	1963.	1964.

RATES OF WAGE.(b)  
(\$)

Mining and Quarrying(c) ..	10.99	13.87	25.96	36.68	41.47	43.94	47.48
Manufacturing—							
Engineering, Metals, Vehicles, etc.	9.98	12.22	20.17	29.48	35.02	36.95	38.88
Textiles, Clothing and Footwear	9.31	11.58	19.74	28.50	34.04	35.91	37.89
Food, Drink and Tobacco ..	9.91	11.99	20.14	29.58	35.22	37.18	39.17
Sawmilling, Furniture, etc. ..	9.75	11.79	19.60	28.88	34.62	36.40	38.23
Paper, Printing, etc. ..	10.46	12.77	21.42	31.25	37.92	40.08	42.19
Other Manufacturing ..	9.64	11.86	19.76	29.13	34.72	36.73	38.78
All Manufacturing Groups ..	9.87	12.07	20.08	29.41	35.05	37.00	38.97
Building and Construction ..	9.92	11.97	19.86	29.55	35.75	38.02	40.14
Railway Services ..	9.45	11.78	19.58	29.09	34.65	36.73	38.46
Road and Air Transport ..	9.91	12.16	19.79	29.42	35.25	37.13	39.05
Shipping and Stevedoring(d) ..	9.10	11.76	19.66	27.69	34.46	36.86	38.85
Communication ..	9.78	12.38	21.33	31.65	38.49	41.12	44.69
Wholesale and Retail Trade ..	9.85	11.94	20.08	29.78	35.71	37.67	39.54
Public Authority (n.e.i.) and Community and Business Services ..	9.19	11.38	19.21	28.98	34.81	36.73	38.84
Amusement, Hotels, Personal Service, etc. ..	9.41	11.52	19.23	28.36	33.73	35.60	37.52
All Industry Groups(a) ..	9.83	12.06	20.20	29.70	35.50	37.55	39.62

For footnotes see next page.



WEEKLY WAGE RATES, ETC.(a)—*continued.*

Industry Group.	End of December—						
	1939.	1945.	1950.	1955.	1960.	1963.	1964.

## INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

Mining and Quarrying(c) ..	38.9	49.1	91.9	129.9	146.8	155.6	168.1
Manufacturing—							
Engineering, Metals, Vehicles, etc.	35.3	43.3	71.4	104.4	124.0	130.8	137.7
Textiles, Clothing and Footwear	33.0	41.0	69.9	100.9	120.5	127.1	134.2
Food, Drink and Tobacco ..	35.1	42.5	71.3	104.7	124.7	131.6	138.7
Sawmilling, Furniture, etc. ..	34.5	41.8	69.4	102.3	122.6	128.9	135.4
Paper, Printing, etc. ..	37.0	45.2	75.9	110.7	134.3	141.9	149.4
Other Manufacturing ..	34.1	42.0	70.0	103.2	122.9	130.1	137.3
All Manufacturing Groups ..	34.9	42.7	71.1	104.1	124.1	131.0	138.0
Building and Construction ..	35.1	42.4	70.3	104.6	126.6	134.6	142.1
Railway Services ..	33.5	41.7	69.3	103.0	122.7	130.1	136.2
Road and Air Transport ..	35.1	43.0	70.1	104.2	124.8	131.5	138.3
Shipping and Stevedoring(d) ..	32.2	41.6	69.6	98.1	122.0	130.5	137.6
Communication ..	34.6	43.8	75.5	112.1	136.3	145.6	158.2
Wholesale and Retail Trade ..	34.9	42.3	71.1	105.4	126.4	133.4	140.0
Public Authority (n.e.i.) and Community and Business Services ..	32.5	40.3	68.0	102.6	123.2	130.1	137.5
Amusement, Hotels, Personal Service, etc. ..	33.3	40.8	68.1	100.4	119.4	126.1	132.8
All Industry Groups(a) ..	34.8	42.7	71.5	105.2	125.7	133.0	140.3

(a) Excludes rural industry. (b) See note (b) to previous table. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

(iv) *Components of Total Wage Rate.*—A dissection of weighted average minimum weekly wage rates for adult males into the three components of the total minimum wage, i.e. basic wage, margin and loading, is given in the following tables, separate particulars being shown for employees in the main industry groups, and for employees covered by awards, etc., within Commonwealth and State jurisdictions. For the purposes of the index the Commonwealth jurisdiction embraces awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator. State jurisdictions embrace awards or determinations of, or agreements registered with, State industrial tribunals, together with certain unregistered agreements, where these are dominant in the particular industries to which they refer.

The basic wage rates shown in this section are weighted averages of the rates prescribed in awards, etc., for the occupations included in the index for each State. For industries other than mining, metropolitan basic wage rates have generally been used. However, there are a number of occupations for which basic wage rates other than the metropolitan rate are prescribed. Also, in some States at various times, State Government employees under Commonwealth awards have been paid State basic wage rates, and the basic wage rates of some employees have been subject to automatic quarterly adjustments while those of other employees within the same jurisdiction have remained unchanged. In all such cases the basic wage rate actually paid is used in tables below. For these and other reasons, the weighted average basic wage rates differ, in the majority of cases, from the metropolitan basic wage rates shown in other sections of this chapter.

Margins are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness and other like factors.

Loadings are minimum amounts, in addition to the basic wage and margin (if any), awarded for various kinds of disabilities associated with the performance of work, or to meet particular circumstances. They include payments such as industry loadings and other general loadings prescribed in awards, etc., for the occupations included in the index. Loadings, etc., that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service, working in wet, dirty or confined places, excess fares incurred due to location of building site) are not included in the minimum wage rate index.

For a more detailed description of this dissection into components of weekly wage rates and for tables for each State and Australia, according to jurisdiction, extending back to 1939, see the statistical bulletin, *Minimum Wage Rates, March, 1939 to June, 1965*. Current figures are published in the monthly bulletin *Wage Rates and Earnings*.

(a) *Australia, Industry Groups*.—The table below shows the components of the total minimum weekly wage rate for the principal industry groups as at the end of March, June, September and December, 1964. A table showing components of the total wage rate in industry groups for Australia at the end of December each year, 1945 to 1964, is included in section IV. of the Appendix.

# **WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF TOTAL WAGE RATE, (a) INDUSTRY GROUPS, (b) AUSTRALIA.**

*Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements.*

(\$)

Industry Group.	31st March, 1964.				30th June, 1964.			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	29.36	8.78	6.14	44.28	30.85	8.91	6.25	46.01
Manufacturing—								
Engineering, Metals, Vehicles, etc.	29.18	7.58	0.24	37.00	30.78	7.59	0.25	38.62
Textiles, Clothing and Footwear	28.96	6.88	0.10	35.94	30.72	6.89	0.10	37.71
Food, Drink and Tobacco ..	29.22	7.70	0.32	37.24	30.47	7.78	0.32	38.57
Sawmilling, Furniture, etc. ..	29.22	7.13	0.05	36.40	30.47	7.14	0.05	37.66
Paper, Printing, etc. . .	29.36	10.76	0.18	40.30	30.87	10.87	0.18	41.92
Other Manufacturing ..	29.32	7.08	0.42	36.82	30.69	7.11	0.42	38.22
All Manufacturing Groups ..	29.21	7.59	0.26	37.06	30.69	7.63	0.26	38.58
Building and Construction ..	29.36	7.52	1.32	38.20	30.41	7.53	1.34	39.28
Railway Services ..	29.29	7.17	0.27	36.73	30.36	7.17	0.31	37.84
Road and Air Transport ..	29.33	7.92	0.03	37.28	30.61	7.92	0.02	38.55
Shipping and Stevedoring(d) ..	28.89	7.96	0.03	36.88	30.73	7.97	0.03	38.73
Communication ..	28.79	11.78	0.55	41.12	30.79	11.78	0.58	43.15
Wholesale and Retail Trade ..	29.31	8.05	0.38	37.74	30.56	8.09	0.38	39.03
Public Authority (n.e.i.) and Community and Business Services ..	29.26	7.32	0.30	36.88	30.52	7.33	0.30	38.15
Amusement, Hotels, Personal Services, etc. . .	29.16	6.45	0.03	35.64	30.43	6.46	0.03	36.92
All Industry Groups(b) ..	29.23	7.80	0.60	37.63	30.62	7.82	0.62	39.06

For footnotes see next page.

**WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF TOTAL WAGE RATE,<sup>(a)</sup> INDUSTRY GROUPS,<sup>(a)</sup> AUSTRALIA—continued.**  
(\$)

Industry Group.	30th September, 1964.				31st December, 1964.			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	31.18	8.91	6.56	46.65	31.27	8.91	7.30	47.48
Manufacturing—								
Engineering, Metals, Vehicles, etc.	30.94	7.61	0.25	38.80	30.98	7.63	0.27	38.88
Textiles, Clothing and Footwear	30.88	6.89	0.11	37.88	30.89	6.89	0.11	37.89
Food, Drink and Tobacco ..	30.88	7.84	0.32	39.04	30.98	7.87	0.32	39.17
Sawmilling, Furniture, etc. ..	30.86	7.15	0.05	38.06	31.00	7.16	0.07	38.23
Paper, Printing, etc. ..	31.04	10.90	0.18	42.12	31.11	10.90	0.18	42.19
Other Manufacturing ..	30.97	7.24	0.44	38.65	31.03	7.28	0.47	38.78
All Manufacturing Groups ..	30.92	7.68	0.27	38.87	30.99	7.70	0.28	38.97
Building and Construction ..	30.88	7.54	1.48	39.90	31.00	7.56	1.58	40.14
Railway Services ..	30.75	7.18	0.31	38.24	30.94	7.21	0.31	38.46
Road and Air Transport ..	30.91	7.96	0.02	38.89	31.00	8.03	0.02	39.05
Shipping and Stevedoring(d) ..	30.80	7.97	0.03	38.80	30.83	7.98	0.04	38.85
Communication ..	30.79	12.69	0.58	44.06	30.79	13.32	0.58	44.69
Wholesale and Retail Trade ..	30.89	8.13	0.38	39.40	30.98	8.18	0.38	39.54
Public Authority (n.e.i.) and Community and Business Services ..	30.83	7.38	0.30	38.51	30.95	7.59	0.30	38.84
Amusement, Hotels, Personal Services, etc. ..	30.89	6.47	0.03	37.39	30.96	6.52	0.04	37.52
All Industry Groups(b) ..	30.91	7.88	0.64	39.43	30.99	7.94	0.69	39.62

(a) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. For definitions of basic wage, margin and loading see text.  
 (b) Excludes rural industry. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc. (d) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include the value of keep, where supplied.

(b) *States.*—The following table shows the components of the total minimum weekly wage rate according to jurisdiction for each State and Australia as at 31st December, 1964. Long term tables for each State and Australia extending back to December, 1939, appear in Section IV. of the Appendix.

**WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF TOTAL WAGE RATE.<sup>(a)</sup>**

*Weighted Averages of Minimum Weekly Rates Payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements.*

**31st DECEMBER, 1964.**

(\$)

Jurisdiction and Components of Total Wage Rate.(b)	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<i>Commonwealth Awards, etc.—</i>							
Basic Wage ..	31.36	30.73	29.94	30.35	30.82	31.21	30.92
Margin ..	8.23	7.65	9.19	8.35	10.39	7.37	8.08
Loading ..	0.57	0.57	0.59	0.30	0.34	0.56	0.53
<i>Total Wage Rate</i>	<i>40.16</i>	<i>38.95</i>	<i>39.72</i>	<i>39.00</i>	<i>41.55</i>	<i>39.14</i>	<i>39.53</i>
<i>State Awards, etc.—</i>							
Basic Wage ..	31.50	30.75	30.69	30.31	31.12	31.39	31.07
Margin ..	7.70	8.99	7.84	6.42	6.84	7.94	7.78
Loading ..	1.11	0.86	0.55	1.19	0.51	1.12	0.87
<i>Total Wage Rate</i>	<i>40.31</i>	<i>40.60</i>	<i>39.08</i>	<i>37.92</i>	<i>38.47</i>	<i>40.45</i>	<i>39.72</i>
<i>All Awards, etc.—</i>							
Basic Wage ..	31.42	30.74	30.54	30.34	31.08	31.28	30.99
Margin ..	7.98	8.06	8.12	7.76	7.25	7.60	7.94
Loading ..	0.83	0.66	0.55	0.57	0.49	0.78	0.69
<i>Total Wage Rate</i>	<i>40.23</i>	<i>39.46</i>	<i>39.21</i>	<i>38.67</i>	<i>38.82</i>	<i>39.66</i>	<i>39.62</i>

(a) Excludes rural industry. The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends. (b) For definitions of basic wage, margin and loading, see text.

(c) *Australia, 1939 to 1964.*—The components of the total minimum weekly wage rate for Australia, according to jurisdiction, for the years 1939 to 1964, are shown in the following table.

**WEEKLY WAGE RATES: ADULT MALES, COMPONENTS OF TOTAL WAGE RATE(a), AUSTRALIA.**

*Weighted Averages of Minimum Weekly Rates payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements.*

(\$)

Jurisdiction and Components of Total Wage Rate.(b)	End of December—					
	1939.	1945.	1950.	1960.	1963.	1964.
<i>Commonwealth Awards, etc.—</i>						
Basic Wage .. ..	7.94	9.72	16.22	27.82	28.98	30.92
Margin .. ..	1.72	1.93	3.57	7.01	7.89	8.08
Loading .. ..	0.04	0.42	0.39	0.31	0.46	0.53
<i>Total Wage Rate ..</i>	<i>9.70</i>	<i>12.07</i>	<i>20.18</i>	<i>35.14</i>	<i>37.33</i>	<i>39.53</i>
<i>State Awards, etc.—</i>						
Basic Wage .. ..	8.19	9.81	16.17	28.52	29.50	31.07
Margin .. ..	1.73	2.00	3.52	6.84	7.59	7.78
Loading .. ..	0.06	0.24	0.54	0.52	0.68	0.87
<i>Total Wage Rate ..</i>	<i>9.98</i>	<i>12.05</i>	<i>20.23</i>	<i>35.88</i>	<i>37.77</i>	<i>39.72</i>
<i>All Awards, etc.—</i>						
Basic Wage .. ..	8.07	9.77	16.19	28.16	29.23	30.99
Margin .. ..	1.72	1.97	3.55	6.92	7.75	7.94
Loading .. ..	0.04	0.32	0.46	0.42	0.57	0.69
<i>Total Wage Rate ..</i>	<i>9.83</i>	<i>12.06</i>	<i>20.20</i>	<i>35.50</i>	<i>37.55</i>	<i>39.62</i>

For footnotes see table above.

**4. Weekly Wage Rates, Adult Females.**—(i) *Industry Groups, States.* The following table shows the weighted average minimum weekly rates of wage payable to adult female workers, for a full week's work, at 31st December, 1964, in each of the principal industry groups.

**WEEKLY RATES OF WAGE: ADULT FEMALES, INDUSTRY GROUPS,(a)**  
**31st DECEMBER, 1964.**

*Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.*

Industry Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE(b).(\$)							
<i>Manufacturing—</i>							
Engineering, Metals, Vehicles, etc.	28.92	27.51	27.77	26.59	27.06	26.83	28.08
Textiles, Clothing and Footwear	27.05	26.63	27.00	26.92	27.14	26.03	26.83
Food, Drink and Tobacco ..	28.90	26.91	27.48	26.51	25.82	26.08	27.58
Other Manufacturing ..	28.45	27.23	28.42	26.62	26.79	26.34	27.84
All Manufacturing Groups ..	27.99	26.90	27.50	26.68	26.75	26.17	27.37
Transport and Communication ..	30.13	29.02	29.52	28.85	29.42	28.98	29.54
Wholesale and Retail Trade ..	30.94	29.18	28.92	28.02	27.82	27.24	29.58
Public Authority (n.e.i.) and Community and Business Services ..	31.51	29.01	28.22	27.95	27.15	30.04	29.74
Amusement, Hotels, Personal Service, etc. ..	28.12	26.69	26.92	25.72	28.82	26.76	27.48
All Industry Groups(a) ..	29.22	27.66	28.15	27.27	27.70	27.02	28.32

**INDEX NUMBERS.**

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100)

<i>Manufacturing—</i>							
Engineering, Metals, Vehicles, etc.	145.3	138.2	139.5	133.6	135.9	134.8	141.1
Textiles, Clothing and Footwear	135.9	133.8	135.6	135.2	136.3	130.8	134.8
Food, Drink and Tobacco ..	145.2	135.2	138.1	133.2	129.7	131.0	138.5
Other Manufacturing ..	142.9	136.8	142.8	133.7	134.6	132.3	139.9
All Manufacturing Groups ..	140.6	135.1	138.1	134.0	134.4	131.4	137.5
Transport and Communication ..	151.4	145.8	148.3	144.9	147.8	145.5	148.4
Wholesale and Retail Trade ..	155.4	146.5	145.3	140.7	139.7	136.8	148.6
Public Authority (n.e.i.) and Community and Business Services ..	158.3	145.7	141.7	140.4	136.4	150.9	149.4
Amusement, Hotels, Personal Service, etc. ..	141.3	134.1	135.2	129.2	144.8	134.4	138.0
All Industry Groups(a) ..	146.8	138.9	141.4	137.0	139.1	135.7	142.3

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(ii) *Summary, States.*—The following table shows the weighted average minimum weekly rates of wage payable to adult female workers for a full week's work in each State and Australia at the dates specified. Index numbers with the weighted average for Australia for the year 1954 as base (= 100) are also shown. This series has not been compiled for the years prior to 1951.

### WEEKLY WAGE RATES : ADULT FEMALES, ALL GROUPS.(a)

*Weighted Average Minimum Weekly Rates payable for a full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.*

End of—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
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### RATES OF WAGE.(b) (\$)

December, 1951	..	..	17.23	17.22	16.12	17.02	16.25	16.56	17.03
" 1955	..	..	20.97	21.04	19.42	20.18	19.78	20.00	20.69
" 1959	..	..	24.92	24.12	22.97	23.92	22.41	23.42	24.22
" 1960	..	..	26.12	24.66	23.93	24.29	25.12	23.88	25.17
" 1961	..	..	26.92	25.66	25.55	25.20	25.66	24.82	26.12
" 1962	..	..	26.91	25.67	25.58	25.23	26.22	24.83	26.15
" 1963	..	..	27.61	26.08	26.17	25.52	26.65	25.21	26.69
March, 1964	..	..	28.01	26.08	26.17	25.52	26.66	25.32	26.87
June, 1964	..	..	29.20	27.22	26.67	27.18	27.22	27.02	27.98
September, 1964	..	..	29.20	27.64	27.82	27.19	27.47	27.02	28.26
December, 1964	..	..	29.22	27.66	28.15	27.27	27.70	27.02	28.32

### INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

December, 1951	..	..	86.6	86.5	81.0	85.5	81.6	83.2	85.6
" 1955	..	..	105.3	105.7	97.6	101.3	99.3	100.5	103.9
" 1959	..	..	125.2	121.2	115.4	120.1	112.6	117.7	121.6
" 1960	..	..	131.2	123.9	120.2	122.0	126.2	120.0	126.4
" 1961	..	..	135.2	128.9	128.3	126.6	128.9	124.7	131.2
" 1962	..	..	135.2	128.9	128.5	126.7	131.7	124.7	131.4
" 1963	..	..	138.7	131.0	131.4	128.2	133.9	126.6	134.1
March, 1964	..	..	140.7	131.0	131.4	128.2	133.9	127.2	135.0
June, 1964	..	..	146.7	136.8	134.0	136.5	136.8	135.7	140.6
September, 1964	..	..	146.7	138.8	139.7	136.6	138.0	135.7	141.9
December, 1964	..	..	146.8	138.9	141.4	137.0	139.1	135.7	142.3

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms indicative of trends.

(iii) *Industry Groups, Australia.*—The following table shows for Australia the weighted average minimum weekly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

WEEKLY WAGE RATES : ADULT FEMALES, INDUSTRY GROUPS,(a)  
AUSTRALIA.

*Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding overtime) as prescribed in Awards, Determinations and Agreements, and Index Numbers of Wage Rates.*

Industry Group.	End of December—					
	1951.	1955.	1960.	1962.	1963.	1964.

RATES OF WAGE.(b)  
(\$)

Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	17.09	20.65	24.98	25.83	26.16	28.08
Textiles, Clothing and Footwear ..	17.12	20.09	24.07	24.95	25.29	26.83
Food, Drink and Tobacco ..	16.58	20.68	24.63	25.59	25.92	27.58
Other Manufacturing ..	16.88	20.36	24.80	25.77	26.10	27.84
All Manufacturing Groups ..	16.99	20.33	24.46	25.37	25.70	27.37
Transport and Communication ..	17.75	21.38	26.02	26.98	27.63	29.54
Wholesale and Retail Trade ..	17.11	21.30	26.36	27.42	28.10	29.58
Public Authority (n.e.i.) and Community and Business Services ..	17.01	20.97	25.78	26.73	28.01	29.74
Amusement, Hotels, Personal Service, etc. ..	16.68	20.17	24.50	25.45	25.95	27.48
All Industry Groups ..	17.03	20.69	25.17	26.15	26.69	28.32

INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate, Australia, 1954 = 100.)

Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	85.9	103.7	125.5	129.8	131.4	141.1
Textiles, Clothing and Footwear ..	86.0	100.9	120.9	125.3	127.0	134.8
Food, Drink and Tobacco ..	83.3	103.9	123.7	128.6	130.2	138.5
Other Manufacturing ..	84.8	102.3	124.6	129.4	131.1	139.9
All Manufacturing Groups ..	85.4	102.1	122.9	127.4	129.1	137.5
Transport and Communication ..	89.2	107.4	130.7	135.5	138.8	148.4
Wholesale and Retail Trade ..	85.9	107.0	132.4	137.8	141.1	148.6
Public Authority (n.e.i.) and Community and Business Services ..	85.4	105.3	129.5	134.3	140.7	149.4
Amusement, Hotels, Personal Service, etc. ..	83.8	101.3	123.1	127.8	130.3	138.0
All Industry Groups ..	85.6	103.9	126.4	131.4	134.1	142.3

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

5. *Hourly Wage Rates.*—(i) *Adult Males.*—(a) *Industry Groups, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult male workers at 31st December, 1964.

**HOURLY RATES OF WAGE: ADULT MALES, INDUSTRY GROUPS,  
31ST DECEMBER, 1964.(a)**

*Weighted Average Minimum Hourly Rates payable and Index Numbers of Hourly Rates.*

Industry Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE.(b)							
(Cents)							
Mining and Quarrying(c) ..	130.58	97.83	117.37	96.00	107.47	101.00	120.15
Manufacturing—							
Engineering, Metals, Vehicles, etc.	97.25	96.87	97.79	96.92	97.12	100.94	97.21
Textiles, Clothing and Footwear	95.57	94.42	95.46	91.83	95.12	93.02	94.73
Food, Drink and Tobacco ..	97.82	100.54	96.33	93.71	96.92	96.29	97.97
Sawmilling, Furniture, etc.	98.37	94.36	93.27	95.21	93.77	95.32	95.58
Paper, Printing, etc. ..	104.71	106.70	108.36	103.75	112.94	99.36	105.62
Other Manufacturing ..	98.23	96.72	94.08	96.38	94.21	97.45	96.98
All Manufacturing Groups ..	97.90	97.44	96.77	96.47	96.57	98.21	97.44
Building and Construction ..	101.34	105.50	94.14	98.21	96.23	100.23	100.36
Railway Services ..	98.91	91.30	99.02	93.82	92.71	97.19	96.17
Road and Air Transport ..	100.94	96.79	92.11	94.07	96.92	95.83	97.62
Communication ..	112.54	111.69	111.11	111.39	111.50	110.52	111.87
Wholesale and Retail Trade ..	99.25	99.73	98.73	96.14	97.08	100.29	98.86
Public Authority (n.e.i.) and Community and Business Services ..	101.62	98.77	97.82	94.95	94.38	103.52	98.96
Amusement, Hotels, Personal Service, etc. ..	96.50	91.33	93.27	91.44	93.00	93.17	93.79
All Industry Groups(a) ..	100.77	98.74	98.13	96.77	97.37	99.37	99.20

**INDEX NUMBERS.**

*(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)*

Mining and Quarrying(c) ..	184.6	138.3	165.9	135.7	151.9	142.8	169.8
Manufacturing—							
Engineering, Metals, Vehicles, etc.	137.5	136.9	138.2	137.0	137.3	142.7	137.4
Textiles, Clothing and Footwear	135.1	133.5	134.9	129.8	134.5	131.5	133.9
Food, Drink and Tobacco ..	138.3	142.1	136.2	132.4	137.0	136.1	138.5
Sawmilling, Furniture, etc.	139.0	133.4	131.8	134.6	132.5	134.7	135.1
Paper, Printing etc. ..	148.0	150.8	153.2	146.6	159.6	140.4	149.3
Other Manufacturing ..	138.8	136.7	133.0	136.2	133.2	137.7	137.1
All Manufacturing Groups ..	138.4	137.7	136.8	136.3	136.5	138.8	137.7
Building and Construction ..	143.2	149.1	133.1	138.8	136.0	141.7	141.8
Railway Services ..	139.8	129.0	140.0	132.6	131.0	137.4	135.9
Road and Air Transport ..	142.7	136.8	130.2	133.0	137.0	135.5	138.0
Communication ..	159.1	157.9	157.0	157.4	157.6	156.2	158.1
Wholesale and Retail Trade ..	140.3	141.0	139.6	135.9	137.2	141.8	139.7
Public Authority (n.e.i.) and Community and Business Services ..	143.6	139.6	138.3	134.2	133.4	146.3	139.9
Amusement, Hotels, Personal Service, etc. ..	136.4	129.1	131.8	129.2	131.4	131.7	132.6
All Industry Groups(a) ..	142.4	139.6	138.7	136.8	137.6	140.4	140.2

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available.

(b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc.

(b) *Summary, States.*—The following table shows the weighted average minimum hourly rates of wage payable to adult males in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia for the year 1954 as base (= 100).

## HOURLY WAGE RATES: ADULT MALES, ALL GROUPS.(a)

Weighted Average Minimum Hourly Rates payable and Index Numbers of Hourly Rates.

End of December—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE.(b) (Cents)							
1939 .. ..	22.90	22.03	22.91	21.21	22.62	20.95	22.42
1945 .. ..	28.03	27.54	27.19	26.43	27.36	26.42	27.54
1950 .. ..	51.63	50.48	48.83	49.53	50.29	49.52	50.58
1955 .. ..	76.57	74.06	71.02	71.40	75.42	73.71	74.47
1960 .. ..	90.91	87.57	87.79	85.61	89.89	88.08	88.92
1962 .. ..	93.62	91.01	90.00	89.23	91.77	91.42	91.80
1963 .. ..	95.87	93.09	92.59	91.07	94.09	93.40	94.01
1964 .. ..	100.77	98.74	98.13	96.77	97.37	99.37	99.20

## INDEX NUMBERS.

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)

1939 .. ..	32.4	31.1	32.4	30.0	32.0	29.6	31.7
1945 .. ..	39.6	38.9	38.4	37.4	38.7	37.3	38.9
1950 .. ..	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1955 .. ..	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1960 .. ..	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1962 .. ..	132.3	128.6	127.2	126.1	129.7	129.2	129.8
1963 .. ..	135.5	131.6	130.9	128.7	133.0	132.0	132.9
1964 .. ..	142.4	139.6	138.7	136.8	137.6	140.4	140.2

(a) All industry groups except rural industry, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly wage rates are not available.

(b) See note (b) to table on page 70.

(c) *Industry Groups, Australia.*—The following table shows for Australia weighted average minimum hourly rates of wage for each industry group, for all manufacturing groups and for all groups combined, except rural industry, and shipping and stevedoring. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

## HOURLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, AUSTRALIA.(a)

Weighted Average Minimum Hourly Rates payable and Index Numbers of Hourly Rates.

Industry Group.	End of December—						
	1939.	1945.	1950.	1955.	1960.	1963.	1964.
RATES OF WAGE.(b) (Cents)							
Mining and Quarrying(c) ..	26.54	33.91	65.58	92.84	104.92	111.19	120.15
Manufacturing—							
Engineering, Metals, Vehicles, etc.	22.70	27.79	50.42	73.69	87.54	92.37	97.21
Textiles, Clothing and Footwear	21.14	26.33	49.35	71.25	85.11	89.77	94.73
Food, Drink and Tobacco ..	22.55	27.40	50.33	73.97	88.10	92.98	97.97
Sawmilling, Furniture, etc. ..	22.16	26.81	49.00	72.21	86.54	91.00	95.58
Paper, Printing, etc. ..	23.87	29.30	53.63	78.22	94.92	100.32	105.62
Other Manufacturing ..	21.92	27.01	49.41	72.87	86.83	91.87	96.98
All Manufacturing Groups ..	22.44	27.49	50.21	73.54	87.65	92.52	97.44
Building and Construction ..	22.56	27.22	49.64	73.87	89.37	95.04	100.36
Railway Services ..	21.48	26.77	48.97	72.75	86.65	91.86	96.17
Road and Air Transport ..	22.42	27.67	49.48	73.57	88.12	92.83	97.62
Communication ..	22.27	28.17	53.37	79.18	96.35	102.94	111.87
Wholesale and Retail Trade ..	22.12	27.12	50.21	74.44	89.27	94.17	98.86
Public Authority (n.e.i.) and Community and Business Services ..	21.57	26.74	48.93	73.84	88.68	93.58	98.96
Amusement, Hotels, Personal Service, etc. ..	21.05	26.01	47.92	70.89	84.33	89.00	93.79
All Industry Groups(a) ..	22.42	27.54	50.58	74.47	88.92	94.01	99.20

For footnotes see next page.



HOURLY WAGE RATES: ADULT MALES, ETC.—*continued.*

Industry Group.	End of December—						
	1939.	1945.	1950.	1955.	1960.	1963.	1964.
INDEX NUMBERS. (Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)							
Mining and Quarrying(c) ..	37.5	47.9	92.7	131.2	148.3	157.2	169.8
Manufacturing—							
Engineering, Metals, Vehicles, etc.	32.1	39.3	71.3	104.2	123.7	130.6	137.4
Textiles, Clothing and Footwear	29.9	37.2	69.8	100.7	120.3	126.9	133.9
Food, Drink and Tobacco ..	31.9	38.7	71.1	104.6	124.5	131.4	138.5
Sawmilling, Furniture, etc. ..	31.3	37.9	69.3	102.1	122.3	128.6	135.1
Paper, Printing, etc. ..	33.7	41.4	75.8	110.6	134.2	141.8	149.3
Other Manufacturing ..	31.0	38.2	69.8	103.0	122.7	129.9	137.1
All Manufacturing Groups ..	31.7	38.9	71.0	103.9	123.9	130.8	137.7
Building and Construction ..	31.9	38.5	70.2	104.4	126.3	134.3	141.8
Railway Services ..	30.4	37.8	69.2	102.8	122.5	129.8	135.9
Road and Air Transport ..	31.7	39.1	69.9	104.0	124.6	131.2	138.0
Communication ..	31.5	39.8	75.4	111.9	136.2	145.5	158.1
Wholesale and Retail Trade ..	31.3	38.3	71.0	105.2	126.2	133.1	139.7
Public Authority (n.e.i.) and Community and Business Services ..	30.5	37.8	69.2	104.4	125.3	132.3	139.9
Amusement, Hotels, Personal Service, etc. ..	29.8	36.8	67.7	100.2	119.2	125.8	132.6
All Industry Groups(a) ..	31.7	38.9	71.5	105.3	125.7	132.9	140.2

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars for the computation of hourly rates of wage are not available. (b) See note (b) to table on page 70. (c) For mining, the average rates of wage are those prevailing at the principal mining centres in each State. They include lead bonuses, etc.

(ii) *Adult Females.*—(a) *Industry Groups, States.* The following table shows the weighted average minimum hourly rates of wage payable to adult female workers at 31st December, 1964, in the principal industry groups, and corresponding index numbers.

HOURLY RATES OF WAGE: ADULT FEMALE, INDUSTRY GROUPS,  
31ST DECEMBER, 1964.(a)

*Weighted Average Minimum Hourly Rates payable and Index Numbers of Hourly Rates.*

Industry Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
RATES OF WAGE.(b) (Cents)							
Manufacturing—							
Engineering, Metals, Vehicles, etc.	72.35	68.99	69.42	66.48	67.64	67.08	70.32
Textiles, Clothing and Footwear	67.71	66.58	67.50	67.30	67.86	65.08	67.12
Food, Drink and Tobacco ..	72.25	67.27	68.71	66.27	64.54	65.21	68.94
Other Manufacturing ..	71.50	68.18	71.07	66.77	66.98	65.86	69.83
All Manufacturing Groups ..	70.12	67.30	68.75	66.75	66.87	65.42	68.50
Transport and Communication ..	79.22	76.48	78.09	76.24	77.66	79.82	77.92
Wholesale and Retail Trade ..	78.23	72.94	72.32	70.04	69.54	68.11	74.29
Public Authority (n.e.i.) and Community and Business Services ..	81.86	73.91	71.91	71.32	68.84	79.68	76.40
Amusement, Hotels, Personal Service, etc. ..	71.38	66.83	67.44	64.56	72.18	67.10	69.24
All Industry Groups(a) ..	73.91	69.47	70.91	68.56	69.63	68.19	71.40

INDEX NUMBERS.  
(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)

Manufacturing—							
Engineering, Metals, Vehicles, etc.	144.2	137.5	138.3	132.5	134.8	133.7	140.1
Textiles, Clothing and Footwear	134.9	132.7	134.5	134.1	135.2	129.7	133.8
Food, Drink and Tobacco ..	144.0	134.1	136.9	132.1	128.6	130.0	137.4
Other Manufacturing ..	142.5	135.9	141.6	133.1	133.5	131.3	139.2
All Manufacturing Groups ..	139.7	134.1	137.0	133.0	133.3	130.4	136.5
Transport and Communication ..	157.9	152.4	155.6	152.0	154.8	159.1	155.3
Wholesale and Retail Trade ..	155.9	145.4	144.1	139.6	138.6	135.7	148.1
Public Authority (n.e.i.) and Community and Business Services ..	163.1	147.3	143.3	142.1	137.2	158.8	152.3
Amusement, Hotels, Personal Service, etc. ..	142.3	133.2	134.4	128.7	143.9	133.7	138.0
All Industry Groups(a) ..	147.3	138.5	141.3	136.6	138.8	135.9	142.3

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 70.

(b) *Summary, States.*—The following table shows the weighted average minimum hourly rates of wage payable to adult female workers in each State and Australia at the dates specified. Index numbers are also given for each State with the weighted average for Australia for the year 1954 as base (= 100).

**HOURLY WAGE RATES: ADULT FEMALES, ALL GROUPS.(a)**  
*Weighted Average Minimum Hourly Rates payable and Index Numbers of Hourly Rates.*

End of December—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>RATES OF WAGE.(b)</b> (Cents)							
1951 .. ..	43.58	43.25	40.60	42.81	40.85	41.86	42.92
1955 .. ..	53.04	52.86	48.93	50.73	49.71	50.56	52.16
1960 .. ..	66.09	61.94	60.28	61.08	63.14	60.37	63.44
1961 .. ..	68.09	64.45	64.36	63.37	64.50	62.75	65.83
1962 .. ..	68.07	64.47	64.42	63.45	65.91	62.77	65.92
1963 .. ..	69.84	65.50	65.91	64.16	66.99	63.61	67.28
1964 .. ..	73.91	69.47	70.91	68.56	69.63	68.19	71.40

**INDEX NUMBERS.**  
*(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)*

1951 .. ..	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1955 .. ..	105.7	105.3	97.5	101.1	99.1	100.8	104.0
1960 .. ..	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1961 .. ..	135.7	128.5	128.3	126.3	128.5	125.1	131.2
1962 .. ..	135.7	128.5	128.4	126.5	131.4	125.1	131.4
1963 .. ..	139.2	130.5	131.4	127.9	133.5	126.8	134.1
1964 .. ..	147.3	138.5	141.3	136.6	138.8	135.9	142.3

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 70.

(c) *Industry Groups, Australia.*—The following table shows for Australia weighted average minimum hourly rates of wage for each of the industry groups in which the number of females is significant, for all manufacturing groups and for all groups combined, at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

**HOURLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, AUSTRALIA.(a)**  
*Weighted Average Minimum Hourly Rates payable and Index Numbers of Hourly Rates.*

Industry Group.	End of December—					
	1951.	1955.	1960.	1962.	1963.	1964.

**RATES OF WAGE.(b)**  
(Cents)

<b>Manufacturing—</b>						
Engineering, Metals, Vehicles, etc. ..	42.79	51.70	62.53	64.68	65.49	70.32
Textiles, Clothing and Footwear ..	42.82	50.26	60.20	62.41	63.26	67.12
Food, Drink and Tobacco ..	41.44	51.71	61.58	63.98	64.79	68.94
Other Manufacturing ..	42.32	51.06	62.20	64.62	65.47	69.83
All Manufacturing Groups ..	42.53	50.90	61.22	63.50	64.33	68.50
Transport and Communication ..	46.82	56.41	68.62	71.17	72.89	77.92
Wholesale and Retail Trade ..	42.97	53.49	66.19	68.87	70.57	74.29
Public Authority (n.e.i.) and Community and Business Services ..	43.69	53.86	66.21	68.67	71.94	76.40
Amusement, Hotels, Personal Service, etc. ..	41.97	50.85	61.77	64.17	65.40	69.24
All Industry Groups(a) ..	42.92	52.16	63.44	65.92	67.28	71.40

HOURLY WAGE RATES, ETC.—*continued.*

## INDEX NUMBERS.

(Base: Weighted Average Hourly Wage Rate, Australia, 1954 = 100.)

Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	85.3	103.0	124.6	128.9	130.5	140.1
Textiles, Clothing and Footwear ..	85.3	100.2	120.0	124.4	126.1	133.8
Food, Drink and Tobacco ..	82.6	103.1	122.7	127.5	129.1	137.4
Other Manufacturing ..	84.4	101.8	124.0	128.8	130.5	139.2
All Manufacturing Groups ..	84.8	101.4	122.0	126.6	128.2	136.5
Transport and Communication ..	93.3	112.4	136.8	141.9	145.3	155.3
Wholesale and Retail Trade ..	85.6	106.6	131.9	137.3	140.6	148.1
Public Authority (n.e.i.) and Community and Business Services ..	87.1	107.3	132.0	136.9	143.4	152.3
Amusement, Hotels, Personal Service, etc. ..	83.7	101.3	123.1	127.9	130.3	138.0
All Industry Groups(a) ..	85.6	104.0	126.4	131.4	134.1	142.3

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 70.

6. **Standard Hours of Work.**—(i) *General.*—In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages and index numbers on pages 70–78.

The main features of the reduction of hours to 44 and later to 40 per week are summarized below. In considering such changes it must be remembered that even within individual States the authority to alter conditions of work is divided between Commonwealth and State industrial tribunals and the various legislatures, and that the State legislation usually does not apply to employees covered by awards of the Commonwealth Conciliation and Arbitration Commission. However, it may do so in respect of matters not treated in Commonwealth awards.

(ii) *The 44-hour Week.*—No permanent reduction to a 44-hour week was effected until 1925, although temporary reductions had been achieved earlier. In 1920 the New South Wales legislature granted a 44-hour week to most industries, but in the following year this provision was withdrawn. Also in 1920 the President of the Commonwealth Court of Conciliation and Arbitration (Higgins J.), after inquiry, granted a 44-hour week to the Timber Workers' Union, and in the following year extended the same privilege to the Amalgamated Society of Engineers. In 1921, however, a reconstituted Commonwealth Court of Conciliation and Arbitration unanimously rejected applications by five trade unions for the shorter standard week and reintroduced the 48-hour week in the case of the above-mentioned two unions then working 44 hours. During 1924 the Queensland Parliament passed legislation to operate from 1st July, 1925, granting the 44-hour standard week to employees whose conditions of work were regulated by awards and agreements of the Queensland State industrial authority. Similar legislative action in New South Wales led to the re-introduction of the 44-hour week in that State as from 4th January, 1926.

In 1927, after an exhaustive inquiry, the Commonwealth Court of Conciliation and Arbitration granted a 44-hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries operating under conditions similar to those in the engineering industry. Applications for the shorter hours by other unions were,

however, treated individually, the nature of the industry, the problem of production, the financial status and the amount of foreign competition being fully investigated. The economic depression delayed the extension of the standard 44-hour week until the subsequent improvement in economic conditions made possible its general extension to employees under Commonwealth awards.

In States other than New South Wales and Queensland no legislation was passed to reduce the standard hours of work so that, for employees not covered by Commonwealth awards, the change had to be effected by decisions of the appropriate industrial tribunals. In these cases the date on which the reduction to 44 hours was implemented depended on the decision of the tribunals in particular industries, employees in some industries receiving the benefit of the reduced hours years ahead of those in others. In these States the change to the shorter week extended over the years from 1926 to 1941.

(iii) *The 40-hour Week.*—(a) *Standard Hours Inquiry*, 1947.—Soon after the end of the 1939–45 War, applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40-hour week, and the hearing by the Court commenced in October, 1945. Before the Court gave its decision the New South Wales Parliament passed legislation granting a 40-hour week, operative from 1st July, 1947, to industries and trades regulated by State awards and agreements, and in Queensland similar legislation was introduced in Parliament providing for the 40-hour week to operate from 1st January, 1948.

The Commonwealth Court of Conciliation and Arbitration, in its judgment on 8th September, 1947, granted the reduction to the 40-hour week from the beginning of the first pay-period commencing in January, 1948. The Queensland Act was passed, and was proclaimed on 10th October, 1947. On 27th October, 1947, the South Australian Industrial Court, after hearing applications by unions, approved the incorporation of the 40-hour standard week in awards of that State. The Court of Arbitration of Western Australia on 6th November, 1947, approved that, on application, provision for a 40-hour week could be incorporated in awards of the Court, commencing from 1st January, 1948.

In Victoria and Tasmania the Wages Boards met and also incorporated the shorter working week in their determinations, so that from the beginning of 1948 practically all employees in Australia whose conditions of work were regulated by industrial authorities had the advantages of a standard working week of 40 hours or, in certain cases, less.

(b) *Basic Wage and Standard Hours Inquiry*, 1952–53.—In the 1952–53 Basic Wage and Standard Hours Inquiry the employers sought an increase in the standard hours of work per week, claiming that one of the chief causes of the high costs and inflation had been the loss of production due to the introduction of the 40-hour week. This claim was rejected by the Court as it considered that the employers had not proved that the existing economic situation called for a reduction of general standards in the matter of the ordinary working week. (See also page 104.)

(c) *Basic Wage and Standard Hours Inquiry*, 1961. In this Inquiry the Commonwealth Conciliation and Arbitration Commission was asked by the employers to increase the number of ordinary working hours per week from 40 to 42, with a concomitant increase in weekly wages by an amount equal to two hours' pay at ordinary rates, and to effect certain other consequential variations. This was to have been a temporary measure, effective for four years, after which time weekly hours would have reverted to 40, but the increased wage would have remained. The application was rejected by the Commission. (See also page 109.)

(iv) *Weighted Average Standard Weekly Hours of Work.*—(a) *Industry Groups, States.*—The 40-hour week has operated in Australia generally from 1st January, 1948, and in New South Wales from 1st July, 1947 (*see* para. 5 (iii), page 75). However, the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or between States. The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) prescribed in awards, determinations and agreements for a full working week in respect of adult males and adult females at 31st December, 1964.

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): INDUSTRY GROUPS,  
31ST DECEMBER, 1964.(a)**

*Weighted Average Standard Hours of Work (excluding overtime) for a Full Working Week.*

Industry Group.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>ADULT MALES.</b>							
Mining and Quarrying(b) ..	39.42	40.00	40.00	40.00	38.78	40.00	39.52
Manufacturing—							
Food, Drink and Tobacco ..	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Paper, Printing, etc. ..	40.00	39.94	40.00	40.00	39.21	40.00	39.95
Other Manufacturing ..	40.00	39.96	40.00	39.91	40.09	39.97	39.98
All Manufacturing Groups ..	39.99	39.99	40.00	39.98	39.98	40.00	39.99
Railway Services ..	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Communication ..	40.00	40.00	40.00	39.59	40.00	39.59	39.95
Public Authority (n.e.i.) and Community and Business Services ..	39.23	38.93	39.52	39.23	39.58	39.39	39.25
Amusement, Hotels, Personal Service, etc. ..	40.00	40.00	40.00	40.00	40.00	39.89	40.00
All Other Groups(c) ..	40.00	40.00	40.00	40.00	40.00	40.00	40.00
All Industry Groups(d) ..	39.95	39.97	39.98	39.96	39.89	39.97	39.96

**ADULT FEMALES.**

Manufacturing—							
Engineering Metals, Vehicles, etc. ..	39.97	39.87	40.00	40.00	40.00	40.00	39.94
Textiles, Clothing and Footwear ..	39.95	40.00	40.00	40.00	40.00	40.00	39.98
Food, Drink and Tobacco ..	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Other Manufacturing ..	39.79	39.94	40.00	39.86	40.00	40.00	39.87
All Manufacturing Groups ..	39.92	39.97	40.00	39.97	40.00	40.00	39.95
Transport and Communication ..	38.04	37.94	37.81	37.84	37.88	36.30	37.91
Wholesale and Retail Trade ..	39.55	40.00	40.00	40.00	40.00	40.00	39.82
Public Authority (n.e.i.) and Community and Business Services ..	38.49	39.25	39.24	39.19	39.44	37.70	38.93
Amusement, Hotels, Personal Service, etc. ..	39.40	39.94	39.91	39.85	39.92	39.88	39.68
All Industry Groups(e) ..	39.53	39.81	39.70	39.77	39.78	39.63	39.67

(a) The hours of work shown should not be regarded as actual current averages, but as indexes, indicative of trends. (b) For mining, the average hours are those prevailing at the principal mining centres in each State. (c) Engineering, Metals, Vehicles, etc.; Textiles, Clothing and Footwear; Sawmilling Furniture, etc.; Building and Construction; Road and Air Transport; and Wholesale and Retail Trade. (d) Excludes Rural, and Shipping and Stevedoring. The former is not included in the Minimum Wage Rate Index and for the latter definite particulars of the computation of average hours of work are not available. (e) Excludes rural industry, mining and quarrying, and building and construction.

(b) *Summary, States.*—The following table shows, for each State and Australia, the weighted average standard hours (excluding overtime) in a full working week for adult males during the period March, 1939, to December, 1964, and for adult females during the period March, 1951, to December, 1964. Index numbers are given for each State with the weighted average hours of work for Australia for the year 1954 as base (= 100).

Dates have been selected so as to indicate when the more important changes occurred.

#### WEEKLY HOURS OF WORK (EXCLUDING OVERTIME).(a)

*Weighted Average Standard Hours of Work (excluding overtime) for a Full Working Week and Index Numbers of Hours of Work.*

End of—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
ADULT MALES—HOURS OF WORK.(b)							
March, 1939 ..	43.81	44.46	43.55	44.62	44.57	44.32	44.10
September, 1941 ..	43.76	44.02	43.51	43.92	44.12	43.95	43.85
September, 1947 ..	41.83	43.82	43.48	43.83	43.95	43.73	43.00
March, 1948 ..	40.02	40.03	40.01	40.11	40.06	40.22	40.04
September, 1953 ..	39.95	39.97	39.98	39.96	39.89	39.99	39.96
December, 1964 ..	39.95	39.97	39.98	39.96	39.89	39.97	39.96

#### ADULT MALES—INDEX NUMBERS.

(Base: Weighted Average Hours of Work, Australia, 1954 = 100.)

March, 1939 ..	109.6	111.3	109.0	111.7	111.5	110.9	110.4
September, 1941 ..	109.5	110.2	108.9	109.9	110.4	110.0	109.7
September, 1947 ..	104.7	109.7	108.8	109.7	110.0	109.4	107.6
March, 1948 ..	100.2	100.2	100.1	100.4	100.3	100.7	100.2
September, 1953 ..	100.0	100.0	100.0	100.0	99.8	100.1	100.0
December, 1964 ..	100.0	100.0	100.0	100.0	99.8	100.0	100.0

#### ADULT FEMALES—HOURS OF WORK.(b)

March, 1951 ..	39.54	39.81	39.70	39.77	39.87	39.56	39.68
June, 1953 ..	39.53	39.81	39.70	39.77	39.78	39.56	39.67
December, 1964 ..	39.53	39.81	39.70	39.77	39.78	39.56	39.67

#### ADULT FEMALES—INDEX NUMBERS.

(Base: Weighted Average Hours of Work, Australia, 1954 = 100.)

March, 1951 ..	99.7	100.4	100.1	100.3	100.5	97.7	100.0
June, 1953 ..	99.6	100.4	100.1	100.3	100.3	97.7	100.0
December, 1964 ..	99.6	100.4	100.1	100.3	100.3	97.7	100.0

(a) Weighted average standard weekly hours of work for all industry groups except rural, and shipping and stevedoring. The former is not included in the index and for the latter definite particulars are not available. (b) The figures shown should not be regarded as actual current averages, but as an index expressed in hours, indicative of trends.

(c) *Industry Groups, Australia.*—The following tables show for Australia, for adult males and adult females, the weighted average standard weekly hours of work in the principal industry groups at the dates specified. Corresponding index numbers are also given with the weighted average for all groups for the year 1954 as base (= 100).

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT MALES,  
INDUSTRY GROUPS(a), AUSTRALIA.**

*Weighted Average Standard Hours of Work (excluding overtime) for a Full Working Week and Index Numbers of Hours of Work.*

Industry Group.	31st March, 1939.	30th Sept., 1941.	30th Sept., 1947.	31st March, 1948.	30th Sept., 1953.	31st Dec., 1964.
<b>HOURS OF WORK.(b)</b>						
Mining and Quarrying(c) .. ..	41.49	41.11	40.80	39.62	39.52	39.52
Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	44.03	43.96	43.43	40.01	40.00	40.00
Textiles, Clothing and Footwear ..	44.25	43.99	43.69	40.02	40.00	40.00
Food, Drink and Tobacco ..	44.21	43.84	42.70	40.04	39.98	39.98
Sawmilling, Furniture, etc. ..	44.10	44.00	43.53	40.00	40.00	40.00
Paper, Printing, etc. ..	43.90	43.79	42.94	40.06	39.95	39.95
Other Manufacturing ..	44.05	43.91	42.80	40.08	39.98	39.98
All Manufacturing Groups ..	44.08	43.93	42.71	40.03	39.99	39.99
Building and Construction ..	44.07	43.97	43.21	40.00	40.00	40.00
Railway Services ..	43.99	43.99	43.96	40.06	39.99	39.99
Road and Air Transport ..	45.09	43.95	43.11	40.62	40.00	40.00
Communication ..	43.92	43.92	43.92	39.97	39.97	39.95
Wholesale and Retail Trade ..	44.76	44.12	42.64	40.13	40.00	40.00
Public Authority (n.e.i.) and Community and Business Services ..	42.62	42.61	41.17	39.39	39.25	39.25
Amusement, Hotels, Personal Service, etc. ..	45.13	44.37	43.55	40.29	40.00	40.00
All Industry Groups(a) .. ..	44.10	43.85	43.00	40.04	39.96	39.96

**INDEX NUMBERS.**

(Base: Weighted Average Hours of Work, Australia, 1954 = 100.)

Mining and Quarrying(c) .. ..	103.8	102.9	102.1	99.1	98.9	98.9
Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	110.2	110.0	108.7	100.1	100.1	100.1
Textiles, Clothing and Footwear ..	110.7	110.1	109.3	100.2	100.1	100.1
Food, Drink and Tobacco ..	110.6	109.7	106.9	100.2	100.0	100.0
Sawmilling, Furniture, etc. ..	110.4	110.1	108.9	100.1	100.1	100.1
Paper, Printing, etc. ..	109.9	109.6	107.5	100.3	100.0	100.0
Other Manufacturing ..	110.2	109.9	107.1	100.3	100.0	100.0
All Manufacturing Groups ..	110.3	109.9	108.1	100.2	100.1	100.1
Building and Construction ..	110.3	110.0	106.9	100.1	100.1	100.1
Railway Services ..	110.1	110.1	110.0	100.3	100.1	100.1
Road and Air Transport ..	112.8	110.1	107.9	101.7	100.1	100.1
Communication ..	109.9	109.9	109.9	100.0	100.0	100.0
Wholesale and Retail Trade ..	112.0	110.4	106.7	100.4	100.1	100.1
Public Authority (n.e.i.) and Community and Business Services ..	106.7	106.6	103.0	98.6	98.1	98.2
Amusement, Hotels, Personal Service, etc. ..	112.9	111.0	109.0	100.8	100.1	100.1
All Industry Groups(a) .. ..	110.4	109.7	107.6	100.2	100.0	100.0

(a) Excludes rural industry, and shipping and stevedoring. (b) See note (b) to table on page 77. (c) For mining, the average hours of work are those prevailing at the principal mining centres in each State.

**WEEKLY HOURS OF WORK (EXCLUDING OVERTIME): ADULT FEMALES,  
INDUSTRY GROUPS(a), AUSTRALIA.**

*Weighted Average Standard Hours of Work (excluding overtime), for a Full Working Week and Index Numbers of Hours of Work.*

Industry Group.	Hours of Work.(b)			Index Numbers.(c)		
	31st March, 1951.	30th June, 1953.	31st Dec., 1964.	31st March, 1951.	30th June, 1953.	31st Dec., 1964.
Manufacturing—						
Engineering, Metals, Vehicles, etc. ..	39.94	39.94	39.94	100.7	100.7	100.7
Textiles, Clothing and Footwear ..	39.98	39.98	39.98	100.8	100.8	100.8
Food, Drink and Tobacco ..	40.00	40.00	40.00	100.8	100.8	100.8
Other Manufacturing ..	39.87	39.87	39.87	100.5	100.5	100.5
All Manufacturing Groups ..	39.95	39.95	39.95	100.7	100.7	100.7
Transport and Communication ..	37.91	37.91	37.91	95.6	95.6	95.6
Wholesale and Retail Trade ..	39.82	39.82	39.82	100.4	100.4	100.4
Public Authority (n.e.i.) and Community and Business Services ..	38.97	38.93	38.93	98.2	98.1	98.1
Amusement, Hotels, Personal Service, etc. ..	39.73	39.66	39.66	100.2	100.0	100.0
All Industry Groups(c) .. ..	39.68	39.67	39.67	100.0	100.0	100.0

(a) Excludes rural industry, mining and quarrying, and building and construction. (b) See note (b) to table on page 77. (c) Base: Weighted Average Hours of Work, Australia, 1954 = 100.

### § 3. Average Weekly Earnings.

1. **General.**—The figures in this section are derived from particulars of employment and of wages and salaries recorded on Pay-roll Tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilians only.

Particulars of wages and salaries paid are not available for males and females separately from the sources mentioned above; average weekly earnings have therefore been calculated in terms of male units. Male units represent total male employment plus a proportion of female employment based on the approximate ratio of female to male earnings. As it was not possible to estimate the ratio of male to female earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States precise comparisons between average earnings in different States cannot be made on the basis of the figures shown.

For a number of reasons average weekly earnings per employed male unit cannot be compared with the minimum weekly wage rates shown on pages 61–67. The latter are weighted average minimum (award) rates payable to adult male wage earners in non-rural industry for a full week's work, at the end of each month or year. The average weekly earning series represent actual average weekly payments to all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) and are quarterly or annual averages.

Quarterly figures corresponding to those shown below are published in the monthly bulletin *Wage Rates and Earnings* and in the *Monthly Review of Business Statistics*.

2. **Average Weekly Earnings.**—Particulars of average weekly earnings per employed male unit are shown in the following table for each of the years 1955–56 to 1964–65. Tables showing quarterly and annual figures for each State from September quarter, 1954, and for Australia from September quarter, 1947, will be found in Section VII of the Appendix.

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT.(a) (\$)

Period.	N.S.W. (b)	Vic.	Qld.	S.A. (c)	W.A.	Tas.	Aust.
1955–56 ..	37.90	37.80	33.00	35.90	33.90	35.60	36.70
1956–57 ..	39.90	39.60	34.80	36.70	35.00	37.70	38.40
1957–58 ..	41.00	40.70	35.70	37.70	36.20	38.30	39.50
1958–59 ..	42.30	42.00	37.20	38.60	36.60	39.20	40.70
1959–60 ..	45.70	45.50	39.40	41.80	39.20	41.90	43.90
1960–61 ..	48.10	47.20	41.60	43.40	41.60	43.30	46.00
1961–62 ..	49.10	48.50	43.20	44.70	43.00	45.30	47.20
1962–63 ..	50.20	50.10	44.40	45.80	44.20	45.90	48.40
1963–64 ..	52.60	52.50	46.70	48.10	47.20	48.60	50.90
1964–65 ..	56.60	56.30	50.40	51.70	49.30	50.80	54.60

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the periods specified, etc. See explanatory notes in paragraph 1 above. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory.

3. **Indexes of Average Weekly Earnings.**—The following table shows, for "All Industries" and for "Manufacturing", seasonally adjusted indexes of average weekly earnings (base: 1953–54 = 100) for the period 1955–56 to 1964–65. The "All Industries" index is based on Pay-roll Tax returns and other data. It relates to average weekly earnings per employed male unit. The index for manufacturing industries is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual factory censuses.



The index numbers for "All Industries" and "Manufacturing" show the movement in average earnings for each group over a period of time. They do not give, at any point of time, a comparison of actual earnings in the two groups.

A table showing seasonally adjusted indexes for each quarter from September quarter, 1954, will be found in Section VI of the Appendix.

#### INDEXES OF AVERAGE WEEKLY EARNINGS(a): AUSTRALIA.

SEASONALLY ADJUSTED.

(Base: 1953-54 = 100.)

Year.	All Industries.	Manufacturing.	Quarter.	All Industries.	Manufacturing.
1955-56 ..	112.3	113.8	1963—March ..	149.7	149.3
1956-57 ..	117.7	118.3	June ..	151.3	148.8
1957-58 ..	120.8	122.0	September ..	150.9	151.4
1958-59 ..	124.5	125.6	December ..	155.4	152.8
1959-60 ..	134.3	135.4			
			1964—March ..	157.8	156.9
1960-61 ..	140.6	141.1	June ..	158.7	158.2
1961-62 ..	144.7	143.4	September ..	163.3	165.3
1962-63 ..	148.3	147.7	December ..	165.1	164.2
1963-64 ..	155.7	154.8			
1964-65 ..	167.1	167.1	1965—March ..	169.4	168.4
			June ..	170.4	170.4

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the periods specified, etc. See paragraph 1, page 79.

#### § 4. Surveys of Wage Rates, Earnings and Hours.

1. **General.**—Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken by this Bureau. The object of these surveys has been to obtain information on wage rates, actual weekly earnings and hours of work on a more comprehensive scale than previously available in Australia.

Each of these surveys was based on returns from stratified random samples of private employers subject to Pay-roll Tax. (Employers paying more than \$400 a week in wages and salaries are liable to Pay-roll Tax.) The surveys did not include government or semi-government employees. Because of insufficient data, employees in rural industry and private domestic service were excluded, as also were employees of religious, benevolent and other similar bodies exempt from Pay-roll Tax. In addition the 1960 survey excluded a number of other industries (*see below*).

2. **Survey of Wage Rates and Earnings, September, 1960.**—This survey, relating to the last pay-period in September, 1960, obtained information as to marginal rates of wage and actual weekly earnings of adult male employees (excluding part-time and casual employees). In addition to the exclusion of government and semi-government employees, and private employees in rural industry and in private domestic service, the survey did not cover the following—shipping and stevedoring industries; the motion picture industry; certain businesses such as those of accountants, consultant engineers, etc.; and trade associations, etc. The survey was based on a stratified random sample of private employers in other industries who were subject to Pay-roll Tax.

The results of the survey were based on returns received from more than 3,000 employers, a response rate of about 90 per cent. of those approached. The sample represented 1,104,600 adult male employees and was designed to provide accurate particulars only for Australia as a whole; hence no State details are available.

For further details of the results of the survey see Labour Report No. 50, pages 80 to 83.

Definitions relevant to the survey are as follows.

- (a) *Number of Employees* refers to adult male employees on the pay-roll on the last pay-day in September, 1960, and includes employees who, although under 21 years of age, were paid at the adult rate prescribed in the appropriate award. Part-time and casual employees and those absent in the defence forces were excluded.
- (b) The term *awards*, as used herein, denotes awards or determinations of, or agreements registered with, Commonwealth or State industrial tribunals. Employees whose rates of pay and working conditions were not regulated by awards, and employees covered by formal, though unregistered, agreements between employee organizations and employers are shown as "not covered by awards".
- (c) *Margins* are minimum amounts, in addition to the basic wage, awarded to particular classifications of employees for features attaching to their work, such as skill, experience, arduousness or other like factors. For the purposes of this survey the following were not included in margins: special allowances prescribed in awards, such as shift, dirt and height money, leading hand allowances, etc.; and other payments such as commission, payments above the minimum rate for contract and piece work, etc. (see paragraphs (e) and (g) below and also § 6. Wage Margins). In the case of contract work, etc., the margin was determined by the minimum amount prescribed in the award for the class of work performed. Where the marginal rate of wage for an occupation was not specified in an award, the margin was assumed to be the difference between the total minimum prescribed rate of wage for the occupation and the appropriate Commonwealth or State basic wage. For employees not covered by awards, and whose margins were not specified in unregistered agreements, the margin was assumed to be the difference between the appropriate basic wage in the State jurisdiction and the agreed rate of pay for a standard working week (or the weekly equivalent of the agreed rate).
- (d) *Total Weekly Earnings* include ordinary time earnings at award rates (and, for employees not covered by awards, payments at agreed rates for a standard working week), overtime earnings and all other payments. Annual or other periodical bonuses were included only at the appropriate proportion for one week. For employees paid other than weekly, only the proportion of earnings equivalent to one week was included.
- (e) *Ordinary Time Earnings at Award Rates* represent the total weekly payment to adult male employees (excluding part-time and casual employees) for hours of work paid for up to the standard or award hours, calculated at award rates of pay or, for employees not covered by awards, at agreed rates. It includes payments for sick leave, proportion of annual leave, special allowances prescribed in awards, etc. (see paragraph (c) above).

(f) *Overtime Earnings* represent the total weekly payment to adult male employees (excluding part-time and casual employees) for time worked in excess of award or agreed hours.

(g) *Other Earnings* include all payments other than those in paragraphs (e) and (f) above, such as commission, payments above the minimum rate for contract work, incentive scheme, piece-work and profit-sharing scheme payments, proportion of annual or other periodical bonuses, points system payments, attendance or good time-keeping bonuses, etc. (see paragraph (c) above).

In the following table adult male employees in each of the main industry groups are classified according to weekly margin above the basic wage and according to total weekly earnings. For further particulars see Labour Report No. 50, pages 81 and 82.

**ADULT MALE EMPLOYEES (EXCLUDING PART-TIME AND CASUAL EMPLOYEES) CLASSIFIED ACCORDING TO MARGINAL RATES OF WAGE AND TOTAL WEEKLY EARNINGS, AUSTRALIA, SEPTEMBER, 1960.(a)**

Particulars.	Manufacturing.			Building and Construction. (c)	Wholesale and Retail Trade.	Other Industries.	Total.
	Engineering, Metal Works, etc.	Other Manufacturing.	Total Manufacturing.				

**EMPLOYEES CLASSIFIED ACCORDING TO MARGINAL RATES OF PAY.(a)**  
(Per Cent.).

Weekly (Amount above Basic Wage)—	Margin (a)	(b)						
Less than \$2 (incl. nil)	2.1	2.5	2.4	1.2	1.6	3.5	2.3	
\$2 and less than \$3..	11.3	6.1	8.4	5.6	2.1	5.7	6.6	
\$3 " " " \$4..	9.1	7.4	8.2	3.5	2.6	3.7	6.0	
\$4 " " " \$6..	14.3	19.7	17.2	8.6	14.6	11.2	15.2	
\$6 " " " \$8..	13.0	15.6	14.4	15.0	22.4	12.4	15.7	
\$8 " " " \$10..	22.7	14.8	18.4	14.4	14.2	16.3	17.0	
\$10 " " " \$12..	9.3	8.5	8.9	13.0	10.6	10.3	9.7	
\$12 and over ..	18.2	25.4	22.1	38.7	31.9	36.9	27.5	
Total .. ..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

**EMPLOYEES CLASSIFIED ACCORDING TO TOTAL WEEKLY EARNINGS.(a)**  
(Per Cent.).

Total Weekly Earnings(a)—							
Less than \$28(c) ..	2.3	2.1	2.2	2.2	0.8	1.1	1.7
\$28 and less than \$32 ..	3.1	4.8	4.0	1.7	2.0	2.9	3.3
\$32 " " " \$36 ..	8.3	12.9	10.8	6.5	17.4	9.2	11.5
\$36 " " " \$40 ..	11.6	15.9	13.9	11.1	19.7	12.3	14.6
\$40 " " " \$44 ..	13.2	13.8	13.5	13.6	14.9	11.6	13.5
\$44 " " " \$48 ..	12.6	11.1	11.8	17.7	10.7	10.5	11.8
\$48 " " " \$52 ..	10.4	9.9	10.2	9.8	8.0	10.0	9.7
\$52 " " " \$60 ..	16.5	11.8	13.9	14.2	11.0	14.9	13.5
\$60 " " " \$70 ..	11.9	8.3	10.0	12.0	6.7	12.4	9.9
\$70 and over ..	10.1	9.4	9.7	11.2	8.8	15.1	10.5
Total .. ..	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Private employees. For definitions and particulars of the coverage of the survey see pages 80-81.  
(b) For some employees, allowances for sick leave, public holidays, etc., have been included in the marginal rates shown.  
(c) Inquiry indicated that many of the adult males in this group worked less than a full week because of absenteeism, changing jobs, etc.

In the following table the total wages and salaries paid to adult male employees during the last pay-week in September, 1960, in the main industry groups are dissected to show the proportions paid for ordinary time earnings at award rates, overtime earnings and all other earnings. For further particulars see Labour Report No. 50, page 82.

**DISSECTION OF TOTAL WAGES AND SALARIES PAID TO ADULT MALE EMPLOYEES (EXCLUDING PART-TIME AND CASUAL EMPLOYEES) DURING LAST PAY-WEEK IN SEPTEMBER, 1960: INDUSTRY GROUPS, AUSTRALIA.(a)**

PROPORTION OF TOTAL (PER CENT.).

Industry Group.	Ordinary Time Earnings at Award Rates. (b)	Overtime Earnings.(b)	Other Earnings.(b)	Total.
Manufacturing—				
Engineering, Metal Works, etc.	75.9	14.0	10.1	100.0
Other Manufacturing ..	81.8	10.0	8.2	100.0
<i>Total Manufacturing ..</i>	<i>79.1</i>	<i>11.8</i>	<i>9.1</i>	<i>100.0</i>
Building and Construction ..	79.5	12.5	8.0	100.0
Wholesale and Retail Trade ..	87.2	4.6	8.2	100.0
Other Industries ..	81.8	8.1	10.1	100.0
<b>Total .. ..</b>	<b>81.1</b>	<b>9.9</b>	<b>9.0</b>	<b>100.0</b>

(a) Private employees. See page 80 for particulars of the coverage of the survey.  
definitions, see page 81.

(b) For

**3. Survey of Weekly Earnings, October, 1961.**—This survey related to the last pay-period in October, 1961 and provided information about the distribution of actual weekly earnings of adult male employees (excluding part-time and casual employees). The survey did not cover government or semi-government employees or private employees in rural industry or in private domestic service. The survey was based on a stratified random sample of private employers in other industries who were subject to Pay-roll Tax.

Returns were received from all employers selected in the sample, numbering more than 3,500. The sample represented 1,070,400 adult male employees and was designed so that particulars of the distribution of earnings in each State could be obtained as well as those for Australia (see below), but it was not possible, without a considerable increase in the number of returns, to obtain particulars for each industry group in each State. State details were therefore restricted to the two major groups, manufacturing and non-manufacturing; those for Australia were obtained for eight separate industry groups. For further details of the survey see Labour Report No. 50, 1962 and 1963, pages 83 to 86.

Definitions relevant to the survey are as follows.

*Number of Employees* refers to adult male employees on the pay-roll of the last pay-period in October, 1961, and includes employees who, although under 21 years of age, were paid at the adult rate prescribed for their particular occupation. Part-time and casual employees and those absent in the defence forces were excluded. Executive, clerical and sales staff were included, as were employees working short time who would normally have been full-time employees.

*Total Weekly Earnings* (i.e. gross earnings before taxation and other deductions) include ordinary time earnings, overtime earnings and all other payments, such as holiday and sick pay, commission, payments above the minimum rate for contract work, incentive scheme, piece-work and profit-sharing scheme payments, points system payments, attendance bonuses, etc. Annual or other periodical bonuses were included only at the appropriate proportion for one week. For employees paid other than weekly, only the proportion of earnings equivalent to one week was included.

(i) *States.* In the following table adult male employees in each State are classified according to total weekly earnings. The proportions of employees in each earnings group are given for manufacturing, non-manufacturing and all industries.

**ADULT MALE EMPLOYEES (EXCLUDING PART-TIME AND CASUAL EMPLOYEES) CLASSIFIED ACCORDING TO TOTAL WEEKLY EARNINGS OCTOBER, 1961.(a)**

PROPORTION OF TOTAL (PER CENT.).

Total Weekly Earnings.(a)	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Total.
MANUFACTURING.							
Less than \$28(b)	1.2	1.0	1.3	1.1	0.4	1.5	1.1
\$28 and less than \$32	1.2	2.1	5.3	2.2	4.2	2.0	2.1
\$32 " " " \$36	7.8	11.0	18.3	10.6	16.8	12.3	10.5
\$36 " " " \$40	12.6	14.6	20.6	17.5	20.2	13.8	14.8
\$40 " " " \$44	13.9	15.5	16.8	17.2	17.6	15.5	15.2
\$44 " " " \$48	13.7	12.8	9.2	13.1	10.5	12.6	12.8
\$48 " " " \$52	11.5	10.6	8.0	10.0	8.2	11.4	10.6
\$52 " " " \$60	15.5	12.5	9.4	12.3	10.0	12.8	13.4
\$60 " " " \$70	11.0	9.6	5.8	9.0	5.9	8.9	9.6
\$70 and over	11.6	10.3	5.3	7.0	6.2	9.2	9.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

NON-MANUFACTURING.

Less than \$28(b)	0.9	0.6	0.4	0.5	0.3	0.8	0.7
\$28 and less than \$32	0.7	1.0	2.2	2.0	2.0	2.3	1.2
\$32 " " " \$36	5.0	6.2	13.0	12.1	11.9	10.8	7.7
\$36 " " " \$40	14.3	14.5	19.6	17.7	17.7	19.2	15.8
\$40 " " " \$44	12.8	13.9	14.2	16.8	15.0	14.5	13.9
\$44 " " " \$48	10.8	14.2	9.3	11.8	12.0	13.8	11.8
\$48 " " " \$52	11.8	11.1	8.5	9.1	8.8	9.4	10.6
\$52 " " " \$60	14.7	13.1	11.0	12.0	12.1	11.0	13.2
\$60 " " " \$70	12.1	10.5	9.8	8.7	8.8	8.8	10.7
\$70 and over	16.9	14.9	12.0	9.3	11.4	9.4	14.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

ALL INDUSTRIES.

Less than \$28(b)	1.1	0.9	0.8	0.8	0.3	1.2	0.9
\$28 and less than \$32	1.0	1.7	3.6	2.1	2.9	2.1	1.7
\$32 " " " \$36	6.6	9.1	15.3	11.2	13.9	11.7	9.3
\$36 " " " \$40	13.3	14.5	20.0	17.6	18.7	16.1	15.2
\$40 " " " \$44	13.4	14.9	15.3	17.0	16.1	15.1	14.6
\$44 " " " \$48	12.5	13.4	9.3	12.6	11.4	13.1	12.4
\$48 " " " \$52	11.7	10.8	8.2	9.6	8.6	10.5	10.6
\$52 " " " \$60	15.2	12.7	10.3	12.2	11.2	12.0	13.3
\$60 " " " \$70	11.4	9.9	8.1	8.9	7.6	8.9	10.1
\$70 and over	13.8	12.1	9.1	8.0	9.3	9.3	11.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Private employees. For definitions and particulars of coverage of the survey see page 83.  
 (b) Inquiry indicated that the majority of the adult males in this group did not work a full week because of absenteeism, changing jobs, etc. Others were working short time.

(ii) *Australia, Industry Groups.*—Adult male employees in the main industry groups covered by the survey are classified in the following table according to total weekly earnings.

**ADULT MALE EMPLOYEES (EXCLUDING PART-TIME AND CASUAL EMPLOYEES) CLASSIFIED ACCORDING TO TOTAL WEEKLY EARNINGS: INDUSTRY GROUPS, AUSTRALIA, OCTOBER, 1961.(a)**

Total Weekly Earnings.(a)	Manufacturing.				Building and Construction.	Wholesale and Retail Trade.	Other Industries.	Total.
	Engineering, Metal Works, etc.	Food, Drink and Tobacco.	Other Manufacturing.	Total Manufacturing.				
Less than \$28(b) ..	1.3	1.3	0.9	1.1	1.5	0.4	0.6	0.9
\$28 and less than \$32 ..	1.7	2.2	2.4	2.1	1.0	1.2	1.4	1.7
\$32 " " " \$36 ..	8.1	11.4	12.8	10.5	3.9	9.9	6.7	9.3
\$36 " " " \$40 ..	13.8	19.4	14.1	14.8	10.8	21.1	11.4	15.2
\$40 " " " \$44 ..	16.3	14.4	14.3	15.2	15.7	15.3	11.4	14.6
\$44 " " " \$48 ..	14.2	11.8	11.6	12.8	18.1	11.8	9.4	12.4
\$48 " " " \$52 ..	11.0	10.2	10.4	10.6	16.2	9.6	9.7	10.6
\$52 " " " \$60 ..	13.8	12.8	13.1	13.4	12.9	11.6	15.2	13.3
\$60 " " " \$70 ..	10.0	8.6	9.6	9.6	9.0	8.1	14.5	10.1
\$70 and over ..	9.8	7.9	10.8	9.9	10.9	11.0	19.7	11.9
Total ..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

PROPORTION OF TOTAL (PER CENT.).

Less than \$28(b) ..	1.3	1.3	0.9	1.1	1.5	0.4	0.6	0.9
\$28 and less than \$32 ..	1.7	2.2	2.4	2.1	1.0	1.2	1.4	1.7
\$32 " " " \$36 ..	8.1	11.4	12.8	10.5	3.9	9.9	6.7	9.3
\$36 " " " \$40 ..	13.8	19.4	14.1	14.8	10.8	21.1	11.4	15.2
\$40 " " " \$44 ..	16.3	14.4	14.3	15.2	15.7	15.3	11.4	14.6
\$44 " " " \$48 ..	14.2	11.8	11.6	12.8	18.1	11.8	9.4	12.4
\$48 " " " \$52 ..	11.0	10.2	10.4	10.6	16.2	9.6	9.7	10.6
\$52 " " " \$60 ..	13.8	12.8	13.1	13.4	12.9	11.6	15.2	13.3
\$60 " " " \$70 ..	10.0	8.6	9.6	9.6	9.0	8.1	14.5	10.1
\$70 and over ..	9.8	7.9	10.8	9.9	10.9	11.0	19.7	11.9
Total ..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CUMULATIVE PROPORTION OF TOTAL (PER CENT.).(c)

\$70 and over ..	9.8	7.9	10.8	9.9	10.9	11.0	19.7	11.9
\$60 " " " ..	19.8	16.5	20.4	19.5	19.9	19.1	34.2	22.0
\$52 " " " ..	33.6	29.3	33.5	32.9	32.8	30.7	49.4	35.3
\$48 " " " ..	44.6	39.5	43.9	43.5	49.0	40.3	59.1	45.9
\$44 " " " ..	58.8	51.3	55.5	56.3	67.1	52.1	68.5	58.3
\$40 " " " ..	75.1	65.7	69.8	71.5	82.8	67.4	79.9	72.9
\$36 " " " ..	88.9	85.1	83.9	86.3	93.6	88.5	91.3	88.1
\$32 " " " ..	97.0	96.5	96.7	96.8	97.5	98.4	98.0	97.4
\$28 " " " ..	98.7	98.7	99.1	98.9	98.5	99.6	99.4	99.1

(a) Private employees. For definitions and particulars of the coverage of the survey see page 83.

(b) Inquiry indicated that the majority of the adult males in this group did not work a full week because of absenteeism, changing jobs, etc. Others were working short time.

(c) These percentages indicate the proportion of the total employees in each industry group whose weekly earnings were as shown.

**4. Surveys of Weekly Earnings and Hours, October, 1962, October, 1963 and October, 1964.**—(i) *General.* Sample surveys of earnings and hours in respect of most private employers subject to Pay-roll Tax (i.e. those paying more than \$400 per week in wages and salaries), were conducted as at the last pay-period in October for the years 1962, 1963 and 1964. Results of the 1964 survey with some comparisons with the 1962 and 1963 surveys are shown below.

Figures for average weekly earnings, average weekly hours paid for, and average hourly earnings as at the selected pay-periods are shown for males and females (adult and junior) separately by industry groups and by States. They reflect the effects of differences (and of changes between points of time) in amounts paid for the various occupations; in amounts paid for the same occupations; in occupational structures within industries; in industry structure; in degrees of business activity (incidence of overtime, etc.); and in the incidence of incentive schemes, piece-work and profit-sharing scheme payments, etc.

Where an establishment was closed down for part or whole of the last pay-period in October, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of wages and hours for the nearest normal pay-period. However, in the case of the prolonged industrial dispute in the mining industry in Queensland in 1964, actual figures for the specified pay-period were used.

(ii) *Coverage.* The results of the surveys are based on returns from stratified random samples of private employers subject to Pay-roll Tax. Employees in rural industry and in private domestic service are excluded because most employers in these two industries are not subject to Pay-roll Tax. Also excluded from the surveys are employees of government and semi-government authorities as well as those of religious, benevolent and other similar organizations exempt from Pay-roll Tax. The earnings and hours of waterside workers employed on a casual basis are excluded because they are subject to wide fluctuations for short periods such as those covered by these surveys.

Approximately 3,550 employers were included in the October, 1964, survey and the sample represented 1,359,000 male and 568,200 female wage and salary earners.

The figures contained in the tables in this section are for *Employees (other than part-time) Whose Hours of Work Were Known* as defined below. Because of the heterogeneity of the data and the high sampling variability in some areas, figures relating to other employees (part-time workers, executives, etc., and those whose hours of work were not known) are not available for publication.

(iii) *Comparability of Results.* Since the survey estimates are based on a sample they are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. In addition to affecting the results of each sample such aspects also affect comparison between each year's results.

A detailed comparison of the results of the October, 1962, survey with the other two surveys is not presented mainly because there was a change in industry classification after the 1962 survey. A broad comparison by States is shown in the table on page 97.

(iv) *Definitions.* The following definitions refer to terms used in the surveys and in the tables in this section:—

(a) *Employees* refer to male and female employees on the pay-roll of the last pay-period in October.

(b) *Employees Whose Hours of Work Were Known* exclude (i) all managerial, executive, professional and higher supervisory staff, whether or not their hours of work are known, and (ii) any other employees whose hours of work are not known. They comprise all other employees who receive pay for the last pay-period in October and whose hours of work were known (including foremen, transport supervisors, floor-walkers, other minor supervisory employees, clerical and office staff, etc.).

(c) *Part-time Employees* refer to employees who ordinarily work less than 30 hours a week. Employees on short-time who normally work 30 hours or more a week are classified as "other than part-time".

- (d) *Adults* include employees who, although under 21 years of age, are paid at the adult rate for their occupation.
- (e) *Juniors* are those employees under 21 years of age who are not paid at the adult rate for their occupation.
- (f) *Earnings* (i.e. gross earnings, before taxation and other deductions) include ordinary time and overtime earnings, payments for sick leave and holidays, commission, and all other payments such as incentive scheme, piecework and profit-sharing scheme payments, etc., and bonus payments of any kind. Annual or other periodical bonuses are included only at the appropriate proportion for one week. For employees paid other than weekly, only the proportion of earnings equivalent to one week is included.
- (g) *Weekly Hours Paid For* include ordinary time and overtime hours, paid stand-by or reporting time, paid sick leave and paid holidays. For employees paid other than weekly, hours are converted to the equivalent for one week.

(v) *Average Earnings and Hours, Industry Groups—Australia.*—(a) *Male and Female Employees, October, 1964.*—The following table shows average weekly earnings, average weekly hours paid for and average hourly earnings for the last pay-period in October, 1964, for adult males, adult females, junior males and junior females in various industry groups in Australia.



**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS—AUSTRALIA(b).  
October, 1964(c).**

Industry Group.	Average Weekly Earnings.				Average Weekly Hours Paid For.				Average Hourly Earnings.			
	Adult Males.	Junior Males.	Adult Females.	Junior Females.	Adult Males.	Junior Males.	Adult Females.	Junior Females.	Adult Males.	Junior Males.	Adult Females.	Junior Females.
	\$	\$	\$	\$					\$	\$	\$	\$
Manufacturing—												
Chemicals, dyes, explosives, paints, non-mineral oils ..	55.59	28.73	33.36	23.04	42.91	41.18	39.51	38.76	1.30	0.70	0.84	0.59
Extracting, refining and founding of metals ..	58.69	31.11	32.18	25.05	44.17	41.18	40.02	39.71	1.33	0.76	0.80	0.63
Engineering and metalworking ..	55.49	26.46	31.51	21.38	44.26	42.32	39.71	39.62	1.25	0.63	0.79	0.54
Ships, vehicles, parts and accessories ..	55.74	25.50	31.80	23.56	42.92	40.78	39.38	39.34	1.30	0.63	0.81	0.60
Founding, Engineering, Vehicles, etc. ..	56.13	27.04	31.60	22.14	43.91	41.80	39.67	39.57	1.28	0.65	0.80	0.56
Textiles, clothing and footwear ..	51.63	25.65	31.25	19.28	42.71	41.05	39.65	39.62	1.21	0.62	0.79	0.49
Food, drink and tobacco ..	52.03	26.13	32.28	20.49	43.15	41.10	39.43	39.53	1.21	0.64	0.82	0.52
Paper, printing, bookbinding and photography ..	60.71	26.89	33.49	19.97	42.24	41.11	39.93	39.87	1.44	0.65	0.84	0.50
Other ..	53.25	24.60	30.78	19.63	43.23	41.41	39.91	39.34	1.23	0.59	0.77	0.50
All Manufacturing Groups ..	55.04	26.41	31.66	20.28	43.44	41.51	39.67	39.54	1.27	0.64	0.80	0.51
Mining and quarrying ..	65.46	31.90	35.87	25.55	42.72	41.20	38.91	39.15	1.53	0.77	0.92	0.65
Building and construction ..	59.91	26.81	34.55	22.13	43.74	40.83	38.54	37.99	1.37	0.66	0.90	0.58
Transport and storage ..	59.61	26.66	35.16	23.14	45.21	40.74	39.53	39.27	1.32	0.65	0.89	0.59
Finance and property ..	57.42	27.37	35.75	23.61	38.92	38.60	37.53	37.98	1.48	0.71	0.95	0.62
Retail trade ..	49.67	24.02	32.95	19.48	41.22	40.70	39.77	39.99	1.21	0.59	0.83	0.49
Wholesale trade, primary produce dealing, etc. ..	52.47	24.38	34.04	21.68	41.23	40.10	38.75	39.15	1.27	0.61	0.88	0.55
Other industries(d) ..	53.29	27.22	33.39	22.07	41.21	39.35	38.95	38.48	1.29	0.69	0.86	0.57
All Industry Groups(e) ..	55.18	25.91	32.55	20.91	42.84	40.79	39.40	39.30	1.29	0.64	0.83	0.53

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. For definitions and particulars of coverage of the survey, etc., see pages 86-87. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October, 1964. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

(b) *Male Employees—October, 1963 and October, 1964.*—The following table gives details of average weekly earnings, average weekly hours paid for, and average hourly earnings for male employees for the last pay-periods in October, 1963 and October, 1964.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS—AUSTRALIA(b).**

**Male Employees—October, 1963 and October, 1964(c).**

Industry Group.	Average Weekly Earnings.				Average Weekly Hours Paid For.				Average Hourly Earnings.			
	Adult Males.		Junior Males.		Adult Males.		Junior Males.		Adult Males.		Junior Males.	
	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.
	\$	\$	\$	\$					\$	\$	\$	\$
Manufacturing—												
Chemicals, dyes, explosives, paints, non-mineral oils ..	51.79	55.59	25.90	28.73	41.76	42.91	40.40	41.18	1.24	1.30	0.64	0.70
Extracting, refining and founding of metals ..	53.20	58.69	27.43	31.11	43.43	44.17	41.84	41.18	1.22	1.33	0.66	0.76
Engineering and metalworking ..	51.38	55.49	22.72	26.46	42.78	44.26	41.15	42.32	1.20	1.25	0.55	0.63
Ships, vehicles, parts and accessories ..	52.43	55.74	23.24	25.50	43.54	42.92	41.52	40.78	1.20	1.30	0.56	0.63
Founding, Engineering, Vehicles, etc. ..	51.97	56.13	23.55	27.04	43.08	43.91	41.33	41.80	1.21	1.28	0.57	0.65
Textiles, clothing and footwear ..	47.64	51.63	23.02	25.65	41.86	42.71	40.71	41.05	1.14	1.21	0.57	0.62
Food, drink and tobacco ..	48.44	52.03	25.18	26.13	42.68	43.15	41.34	41.10	1.13	1.21	0.61	0.64
Paper, printing, bookbinding and photography ..	56.99	60.71	25.37	26.89	41.78	42.24	40.95	41.11	1.36	1.44	0.62	0.65
Other ..	49.28	53.25	22.08	24.60	43.12	43.23	40.52	41.41	1.14	1.23	0.54	0.59
All Manufacturing Groups ..	51.01	55.04	23.64	26.41	42.79	43.44	41.06	41.51	1.19	1.27	0.58	0.64
Mining and quarrying ..	60.59	65.46	28.13	31.90	41.61	42.72	41.03	41.20	1.46	1.53	0.69	0.77
Building and construction ..	55.69	59.91	25.48	26.81	43.04	43.74	40.37	40.83	1.29	1.37	0.63	0.66
Transport and storage ..	55.26	59.61	23.72	26.66	44.64	45.21	40.51	40.74	1.24	1.32	0.59	0.65
Finance and property ..	52.58	57.42	24.51	27.37	38.85	38.92	38.36	38.60	1.35	1.48	0.64	0.71
Retail trade ..	46.64	49.67	22.08	24.02	41.20	41.22	41.04	40.70	1.13	1.21	0.54	0.59
Wholesale trade, primary produce dealing, etc. ..	48.72	52.47	22.62	24.38	40.88	41.23	39.77	40.10	1.19	1.27	0.57	0.61
Other industries(d) ..	49.96	53.29	24.78	27.22	41.22	41.21	38.89	39.35	1.21	1.29	0.64	0.69
All Industry Groups(e) ..	51.23	55.18	23.48	25.91	42.30	42.84	40.55	40.79	1.21	1.29	0.58	0.64

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. For definitions and particulars of coverage of the surveys, etc., see pages 86-87. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-periods in October. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

(c) *Female Employees—October, 1963 and October, 1964.*—In the table below average weekly earnings, average weekly hours paid for, and average hourly earnings for the last pay-periods in October, 1963 and October, 1964 are shown for female employees.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS—AUSTRALIA(b).**

*Female Employees—October, 1963 and October, 1964(c).*

Industry Group.	Average Weekly Earnings.				Average Weekly Hours Paid For.				Average Hourly Earnings.			
	Adult Females.		Junior Females.		Adult Females.		Junior Females.		Adult Females.		Junior Females.	
	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.	Oct. 1963.	Oct. 1964.
	\$	\$	\$	\$					\$	\$	\$	\$
Manufacturing—												
Chemicals, dyes, explosives, paints, non-mineral oils ..	31.49	33.36	21.19	23.04	39.59	39.51	38.82	38.76	0.80	0.84	0.55	0.59
Extracting, refining and founding of metals ..	29.99	32.18	22.97	25.05	40.46	40.02	40.67	39.71	0.74	0.80	0.56	0.63
Engineering and metalworking ..	29.73	31.51	19.69	21.38	39.73	39.71	39.52	39.62	0.75	0.79	0.50	0.54
Ships, vehicles, parts and accessories ..	30.05	31.80	21.62	23.56	39.70	39.38	39.63	39.34	0.76	0.81	0.55	0.60
Founding, Engineering, Vehicles, etc. ..	29.80	31.60	20.31	22.14	39.77	39.67	39.64	39.57	0.75	0.80	0.51	0.56
Textiles, clothing and footwear ..	29.00	31.25	17.36	19.28	39.35	39.65	39.10	39.62	0.74	0.79	0.44	0.49
Food, drink and tobacco ..	29.90	32.28	19.46	20.49	39.46	39.43	38.95	39.53	0.76	0.82	0.50	0.52
Paper, printing, bookbinding and photography ..	31.55	33.49	18.68	19.97	39.57	39.93	39.68	39.87	0.80	0.84	0.47	0.50
Other ..	29.44	30.78	18.41	19.63	39.56	39.91	39.31	39.34	0.74	0.77	0.47	0.50
All Manufacturing Groups ..	29.64	31.66	18.61	20.28	39.52	39.67	39.25	39.54	0.75	0.80	0.47	0.51
Mining and quarrying ..	35.27	35.87	23.19	25.55	39.26	38.91	39.34	39.15	0.90	0.92	0.59	0.65
Building and construction ..	33.61	34.55	20.20	22.13	39.37	38.54	38.64	37.99	0.85	0.90	0.52	0.58
Transport and storage ..	33.57	35.16	21.93	23.14	39.07	39.53	39.16	39.27	0.86	0.89	0.56	0.59
Finance and property ..	33.36	35.75	21.98	23.61	37.58	37.53	37.78	37.98	0.89	0.95	0.58	0.62
Retail trade ..	30.64	32.95	18.17	19.48	39.54	39.77	39.69	39.99	0.78	0.83	0.46	0.49
Wholesale trade, primary produce dealing, etc. ..	32.16	34.04	20.32	21.68	38.76	38.75	38.66	39.15	0.83	0.88	0.53	0.55
Other industries(d) ..	31.58	33.39	20.68	22.07	39.04	38.95	38.27	38.48	0.81	0.86	0.54	0.57
All Industry Groups(e) ..	30.54	32.55	19.37	20.91	39.29	39.40	39.02	39.30	0.78	0.83	0.50	0.53

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. For definitions and particulars of coverage of the surveys, etc., see pages 86–87. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-periods in October. (d) Includes Community and business services; Amusement, hotels, cafés, personal service, etc.; Electricity, gas, water and sanitary services; and Forestry, fishing and trapping. (e) Excludes Rural industry, and Private domestic service.

(vi) *Average Earnings and Hours, Industry Groups—States—(a) Male and Female Employees, October, 1964.*—In the following table average weekly earnings, average weekly hours paid for, and average hourly earnings are shown for male and female employees for the last pay-period in October, 1964.

AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS—STATES, OCTOBER, 1964.(b)

State			Average Weekly Earnings (\$)					Average Weekly Hours Paid For					Average Hourly Earnings (\$)				
			Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing.			Non-manu- fac- turing	All In- dustry Groups (c)
			Found- ing, Engi- neering, Vehicles, etc.,	Other	Total			Found- ing, Engi- neering, Vehicles, etc.,	Other	Total			Found- ing, Engi- neering, Vehicles, etc.,	Other	Total		
ADULT MALES.																	
New South Wales	..	..	57.03	55.36	56.27	57.38	56.72	43.92	42.76	43.39	41.96	42.82	1.30	1.29	1.30	1.37	1.32
Victoria	..	..	56.59	55.03	55.74	55.87	55.79	44.03	43.13	43.54	41.84	42.91	1.29	1.28	1.28	1.34	1.30
Queensland	..	..	50.71	51.44	51.21	53.41	52.33	43.38	44.04	43.83	42.37	43.09	1.17	1.17	1.17	1.26	1.21
South Australia	..	..	55.49	51.06	54.05	52.77	53.57	44.26	42.31	43.63	42.47	43.20	1.25	1.21	1.24	1.24	1.24
Western Australia	..	..	48.20	48.14	48.16	51.12	49.85	42.64	42.64	42.64	41.86	42.20	1.13	1.13	1.13	1.22	1.18
Tasmania	..	..	59.16	50.26	53.40	51.08	52.44	42.99	41.92	42.29	40.76	41.65	1.38	1.20	1.26	1.25	1.26
Australia(d)	..	..	56.13	53.95	55.04	55.40	55.18	43.91	42.97	43.44	41.98	42.84	1.28	1.26	1.27	1.32	1.29
JUNIOR MALES.																	
New South Wales	..	..	28.84	27.17	28.11	26.15	27.17	41.74	41.55	41.65	39.89	40.81	0.69	0.65	0.67	0.66	0.67
Victoria	..	..	27.35	26.50	26.87	26.63	26.75	41.99	41.12	41.50	40.05	40.77	0.65	0.64	0.65	0.67	0.66
Queensland	..	..	24.10	23.45	23.72	24.98	24.37	42.37	40.52	41.29	40.55	40.91	0.57	0.58	0.57	0.62	0.60
South Australia	..	..	25.59	24.33	25.09	24.51	24.79	42.27	41.59	42.00	39.86	40.90	0.61	0.59	0.60	0.61	0.61
Western Australia	..	..	20.50	22.12	21.43	21.40	21.42	40.55	41.16	40.90	40.64	40.75	0.51	0.54	0.52	0.53	0.53
Tasmania	..	..	23.74	26.25	25.35	23.72	24.36	39.37	40.74	40.25	39.97	40.08	0.60	0.64	0.63	0.59	0.61
Australia(d)	..	..	27.04	25.77	26.41	25.41	25.91	41.80	41.22	41.51	40.09	40.79	0.65	0.63	0.64	0.63	0.64

For footnotes see next page.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS—STATES, OCTOBER, 1964(b)—continued.**

State			Average Weekly Earnings (\$)				Average Weekly Hours Paid For					Average Hourly Earnings (\$)					
			Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)
			Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total		
ADULT FEMALES.																	
New South Wales	..	..	*	*	32.12	35.15	33.35	*	*	39.53	38.71	39.19	*	*	0.81	0.91	0.85
Victoria	..	..	*	*	31.71	34.20	32.55	*	*	39.78	38.79	39.45	*	*	0.80	0.88	0.83
Queensland	..	..	*	*	29.51	31.58	30.94	*	*	39.64	39.71	39.69	*	*	0.74	0.80	0.78
South Australia	..	..	*	*	30.54	31.44	31.05	*	*	40.34	39.74	40.00	*	*	0.76	0.79	0.78
Western Australia	..	..	*	*	28.87	31.08	30.48	*	*	39.32	39.81	39.68	*	*	0.73	0.78	0.77
Tasmania	..	..	*	*	29.94	31.31	30.58	*	*	38.80	39.29	39.03	*	*	0.77	0.80	0.78
Australia(d)	..	..	31.60	31.68	31.66	33.74	32.55	39.67	39.67	39.67	39.04	39.40	0.80	0.80	0.80	0.86	0.83
JUNIOR FEMALES.																	
New South Wales	..	..	*	*	21.08	22.63	22.04	*	*	39.41	39.03	39.18	*	*	0.53	0.58	0.56
Victoria	..	..	*	*	21.21	22.04	21.69	*	*	39.58	38.76	39.10	*	*	0.54	0.57	0.55
Queensland	..	..	*	*	17.26	19.85	19.09	*	*	39.96	39.67	39.75	*	*	0.43	0.50	0.48
South Australia	..	..	*	*	19.03	20.59	20.09	*	*	39.68	39.32	39.43	*	*	0.48	0.52	0.51
Western Australia	..	..	*	*	16.83	17.64	17.42	*	*	39.46	39.57	39.54	*	*	0.43	0.45	0.44
Tasmania	..	..	*	*	20.97	18.79	19.38	*	*	39.07	39.91	39.69	*	*	0.54	0.47	0.49
Australia(d)	..	..	22.14	19.87	20.28	21.27	20.91	39.57	39.53	39.54	39.17	39.30	0.56	0.50	0.51	0.54	0.53

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. For definitions and particulars of coverage of the survey, etc., see pages 86-87. (b) Last pay-period in October, 1964. (c) Excludes Rural industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

\* Information not available because the figures are subject to sampling variability too high for most practical uses.

(b) *Male Employees.—October, 1963 and October, 1964.*—The table below shows average weekly earnings, average weekly hours paid for, and average hourly earnings for male employees for the last pay-periods in October, 1963, and October, 1964.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—INDUSTRY GROUPS AND STATES.**

**MALE EMPLOYEES—OCTOBER, 1963 AND OCTOBER, 1964.(b)**

State			Average Weekly Earnings (\$)					Average Weekly Hours Paid For					Average Hourly Earnings (\$)				
			Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)
			Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total		
ADULT MALES—OCTOBER, 1963.(b)																	
New South Wales	..	..	52.52	51.83	52.20	53.51	52.73	42.44	42.27	42.36	41.71	42.10	1.24	1.23	1.23	1.28	1.25
Victoria	..	..	52.66	51.05	51.75	51.56	51.68	44.11	43.05	43.51	41.52	42.76	1.19	1.19	1.19	1.24	1.21
Queensland	..	..	47.87	46.96	47.24	49.72	48.54	43.44	42.91	43.08	41.32	42.15	1.10	1.09	1.10	1.20	1.15
South Australia	..	..	51.16	47.14	49.71	48.58	49.26	43.51	42.34	43.09	42.11	42.69	1.18	1.11	1.15	1.15	1.15
Western Australia	..	..	45.30	44.13	44.53	49.03	47.15	41.41	41.10	41.20	41.61	41.44	1.09	1.07	1.08	1.18	1.14
Tasmania	..	..	54.66	46.63	49.52	48.20	48.94	41.96	41.29	41.53	41.24	41.41	1.30	1.13	1.19	1.17	1.18
Australia(d)	..	..	51.97	50.12	51.01	51.54	51.23	43.08	42.53	42.79	41.62	42.30	1.21	1.18	1.19	1.24	1.21
ADULT MALES—OCTOBER, 1964.(b)																	
New South Wales	..	..	57.03	55.36	56.27	57.38	56.72	43.92	42.76	43.39	41.96	42.82	1.30	1.29	1.30	1.37	1.32
Victoria	..	..	56.59	55.03	55.74	55.87	55.79	44.03	43.13	43.54	41.84	42.91	1.29	1.28	1.28	1.34	1.30
Queensland	..	..	50.71	51.44	51.21	53.41	52.33	43.38	44.04	43.83	42.37	43.09	1.17	1.17	1.17	1.26	1.21
South Australia	..	..	55.49	51.06	54.05	52.77	53.57	44.26	42.31	43.63	42.47	43.20	1.25	1.21	1.24	1.24	1.24
Western Australia	..	..	48.20	48.14	48.16	51.12	49.85	42.64	42.64	42.64	41.86	42.20	1.13	1.13	1.13	1.22	1.18
Tasmania	..	..	59.16	50.26	53.40	51.08	52.44	42.99	41.92	42.29	40.76	41.65	1.38	1.20	1.26	1.25	1.26
Australia(d)	..	..	56.13	53.95	55.04	55.40	55.18	43.91	42.97	43.44	41.98	42.84	1.28	1.26	1.27	1.32	1.29

For footnotes see next page.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS AND STATES.**

**MALE EMPLOYEES—OCTOBER, 1963 AND OCTOBER, 1964(b)—continued.**

State	Average Weekly Earnings (\$)					Average Weekly Hours Paid For					Average Hourly Earnings (\$)				
	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)
	Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total		
JUNIOR MALES—OCTOBER, 1963.(b)															
New South Wales .. ..	24.85	24.82	24.84	24.22	24.55	40.97	40.62	40.81	39.92	40.40	0.61	0.61	0.61	0.61	0.61
Victoria .. ..	23.47	24.30	23.95	23.38	23.67	41.84	41.06	41.39	39.68	40.56	0.56	0.59	0.58	0.59	0.58
Queensland .. ..	20.86	23.15	22.19	22.85	22.52	42.22	41.13	41.59	39.82	40.69	0.49	0.56	0.53	0.57	0.55
South Australia .. ..	22.38	21.15	21.83	23.08	22.50	41.88	41.65	41.78	40.66	41.18	0.53	0.51	0.52	0.57	0.55
Western Australia .. ..	20.07	20.15	20.12	21.14	20.71	39.80	39.67	39.72	40.92	40.42	0.50	0.51	0.51	0.52	0.51
Tasmania .. ..	23.42	23.24	23.30	22.23	22.66	40.91	40.06	40.34	40.09	40.19	0.57	0.58	0.58	0.55	0.56
Australia(d) .. ..	23.55	23.72	23.64	23.33	23.48	41.33	40.80	41.06	40.03	40.55	0.57	0.58	0.58	0.58	0.58
JUNIOR MALES—OCTOBER, 1964.(b)															
New South Wales .. ..	28.84	27.17	28.11	26.15	27.17	41.74	41.55	41.65	39.89	40.81	0.69	0.65	0.67	0.66	0.67
Victoria .. ..	27.35	26.50	26.87	26.63	26.75	41.99	41.12	41.50	40.05	40.77	0.65	0.64	0.65	0.67	0.66
Queensland .. ..	24.10	23.45	23.72	24.98	24.37	42.37	40.52	41.29	40.55	40.91	0.57	0.58	0.57	0.62	0.60
South Australia .. ..	25.59	24.33	25.09	24.51	24.79	42.27	41.59	42.00	39.86	40.90	0.61	0.59	0.60	0.61	0.61
Western Australia .. ..	20.50	22.12	21.43	21.40	21.42	40.55	41.16	40.90	40.64	40.75	0.51	0.54	0.52	0.53	0.53
Tasmania .. ..	23.74	26.25	25.35	23.72	24.36	39.37	40.74	40.25	39.97	40.08	0.60	0.64	0.63	0.59	0.61
Australia(d) .. ..	27.04	25.77	26.41	25.41	25.91	41.80	41.22	41.51	40.09	40.79	0.65	0.63	0.64	0.63	0.64

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. For definitions and particulars of coverage of the surveys, etc., see pages 86-87. (b) Last pay-periods in October. (c) Excludes Rural industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

(c) *Female Employees.—October, 1963 and October, 1964.*—The following table shows the average weekly earnings, average weekly hours paid for, and average hourly earnings for the last pay-periods in October, 1963, and October, 1964, for female employees.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS—STATES.**

**FEMALE EMPLOYEES—OCTOBER, 1963 AND OCTOBER, 1964.(b)**

State	Average Weekly Earnings (\$)					Average Weekly Hours Paid For					Average Hourly Earnings (\$)				
	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)
	Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total		
ADULT FEMALES—OCTOBER, 1963.(h)															
New South Wales .. ..	*	*	30.44	32.99	31.53	*	*	39.33	38.58	39.01	*	*	0.77	0.86	0.81
Victoria .. ..	*	*	29.35	31.91	30.25	*	*	39.66	38.93	39.40	*	*	0.74	0.82	0.77
Queensland .. ..	*	*	27.99	29.86	29.27	*	*	39.67	39.45	39.52	*	*	0.71	0.76	0.74
South Australia .. ..	*	*	27.79	29.03	28.49	*	*	40.11	39.90	39.99	*	*	0.69	0.73	0.71
Western Australia .. ..	*	*	27.55	30.26	29.55	*	*	39.03	39.74	39.55	*	*	0.71	0.76	0.75
Tasmania .. ..	*	*	29.08	29.05	29.07	*	*	39.12	39.25	39.19	*	*	0.74	0.74	0.74
Australia(d) .. ..	29.80	29.59	29.64	31.68	30.54	39.77	39.44	39.52	38.99	39.29	0.75	0.75	0.75	0.81	0.78
ADULT FEMALES—OCTOBER, 1964.(b)															
New South Wales .. ..	*	*	32.12	35.15	33.35	*	*	39.53	38.71	39.19	*	*	0.81	0.91	0.85
Victoria .. ..	*	*	31.71	34.20	32.55	*	*	39.78	38.79	39.45	*	*	0.80	0.88	0.83
Queensland .. ..	*	*	29.51	31.58	30.94	*	*	39.64	39.71	39.69	*	*	0.74	0.80	0.78
South Australia .. ..	*	*	30.54	31.44	31.05	*	*	40.34	39.74	40.00	*	*	0.76	0.79	0.78
Western Australia .. ..	*	*	28.87	31.08	30.48	*	*	39.32	39.81	39.68	*	*	0.73	0.78	0.77
Tasmania .. ..	*	*	29.94	31.31	30.58	*	*	38.80	39.29	39.03	*	*	0.77	0.80	0.78
Australia(d) .. ..	31.60	31.68	31.66	33.74	32.55	39.67	39.67	39.67	39.04	39.40	0.80	0.80	0.80	0.86	0.83

For footnotes see next page.



**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
INDUSTRY GROUPS—STATES.**

**FEMALE EMPLOYEES—OCTOBER, 1963 AND OCTOBER, 1964(b)—continued.**

State	Average Weekly Earnings (\$)					Average Weekly Hours Paid For					Average Hourly Earnings (\$)				
	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)	Manufacturing			Non-manu- fac- turing	All In- dustry Groups (c)
	Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total			Found- ing, Engi- neering, Vehicles, etc.	Other	Total		
JUNIOR FEMALES—OCTOBER, 1963.(b)															
New South Wales .. ..	*	*	19.58	21.21	20.59	*	*	39.19	38.69	38.88	*	*	0.50	0.55	0.53
Victoria .. ..	*	*	18.89	20.04	19.55	*	*	39.06	38.52	38.75	*	*	0.48	0.52	0.50
Queensland .. ..	*	*	16.46	18.49	17.86	*	*	39.50	39.14	39.25	*	*	0.42	0.47	0.46
South Australia .. ..	*	*	16.81	18.84	18.16	*	*	39.53	39.21	39.32	*	*	0.43	0.48	0.46
Western Australia .. ..	*	*	16.42	17.42	17.17	*	*	40.04	39.84	39.89	*	*	0.41	0.44	0.43
Tasmania .. ..	*	*	19.56	17.81	18.37	*	*	38.62	39.33	39.10	*	*	0.51	0.45	0.47
Australia(d) .. ..	20.31	18.26	18.61	19.82	19.37	39.64	39.17	39.25	38.89	39.02	0.51	0.47	0.47	0.51	0.50
JUNIOR FEMALES—OCTOBER, 1964.(b)															
New South Wales .. ..	*	*	21.08	22.63	22.04	*	*	39.41	39.03	39.18	*	*	0.53	0.58	0.56
Victoria .. ..	*	*	21.21	22.04	21.69	*	*	39.58	38.76	39.10	*	*	0.54	0.57	0.55
Queensland .. ..	*	*	17.26	19.85	19.09	*	*	39.96	39.67	39.75	*	*	0.43	0.50	0.48
South Australia .. ..	*	*	19.03	20.59	20.09	*	*	39.68	39.32	39.43	*	*	0.48	0.52	0.51
Western Australia .. ..	*	*	16.83	17.64	17.42	*	*	39.46	39.57	39.54	*	*	0.43	0.45	0.44
Tasmania .. ..	*	*	20.97	18.79	19.38	*	*	39.07	39.91	39.69	*	*	0.54	0.47	0.49
Australia(d) .. ..	22.14	19.87	20.28	21.27	20.91	39.57	39.53	39.54	39.17	39.30	0.56	0.50	0.51	0.54	0.53

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. For definitions and particulars of coverage of the surveys, etc., see pages 86-87. (b) Last pay-periods in October. (c) Excludes Rural industry, and Private domestic service. (d) Excludes Northern Territory and Australian Capital Territory.

\* Information not available because the figures are subject to sampling variability too high for most practical uses.

(vii) *Average Earnings and Hours, All Industry Groups.—States.*—The following table shows average weekly earnings, average weekly hours paid for, and average hourly earnings in the last pay-period in October in the years 1962, 1963 and 1964 for all industry groups in each State.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
ALL INDUSTRY GROUPS(b)—STATES: OCTOBER, 1962, OCTOBER, 1963 AND OCTOBER, 1964.(c)**

State.	Average Weekly Earnings (\$).			Average Weekly Hours Paid For.			Average Hourly Earnings (\$).		
	October, 1962.	October, 1963.	October, 1964.	October, 1962.	October, 1963.	October, 1964.	October, 1962.	October, 1963.	October, 1964.
<b>ADULT MALES.</b>									
New South Wales .. .. .	51.00	52.73	56.72	42.11	42.10	42.82	1.21	1.25	1.32
Victoria .. .. .	49.70	51.68	55.79	42.38	42.76	42.91	1.17	1.21	1.30
Queensland .. .. .	46.16	48.54	52.33	42.06	42.15	43.09	1.10	1.15	1.21
South Australia .. .. .	47.04	49.26	53.57	42.26	42.69	43.20	1.11	1.15	1.24
Western Australia .. .. .	47.70	47.15	49.85	41.74	41.44	42.20	1.14	1.14	1.18
Tasmania .. .. .	47.51	48.94	52.44	40.56	41.41	41.65	1.17	1.18	1.26
<b>Australia(d)</b> .. .. .	<b>49.44</b>	<b>51.23</b>	<b>55.18</b>	<b>42.13</b>	<b>42.30</b>	<b>42.84</b>	<b>1.17</b>	<b>1.21</b>	<b>1.29</b>
<b>JUNIOR MALES.</b>									
New South Wales .. .. .	24.17	24.55	27.17	40.18	40.40	40.81	0.60	0.61	0.67
Victoria .. .. .	23.03	23.67	26.75	40.27	40.56	40.77	0.57	0.58	0.66
Queensland .. .. .	21.75	22.52	24.37	40.21	40.69	40.91	0.54	0.55	0.60
South Australia .. .. .	21.21	22.50	24.79	40.50	41.18	40.90	0.52	0.55	0.61
Western Australia .. .. .	19.79	20.71	21.42	40.26	40.42	40.75	0.49	0.51	0.53
Tasmania .. .. .	22.64	22.66	24.36	39.80	40.19	40.08	0.57	0.56	0.61
<b>Australia(d)</b> .. .. .	<b>22.91</b>	<b>23.48</b>	<b>25.91</b>	<b>40.23</b>	<b>40.55</b>	<b>40.79</b>	<b>0.57</b>	<b>0.58</b>	<b>0.64</b>

For footnotes see next page.

**AVERAGE EARNINGS AND HOURS—EMPLOYEES (OTHER THAN PART-TIME) WHOSE HOURS OF WORK WERE KNOWN(a)—  
ALL INDUSTRY GROUPS(b)—STATES: OCTOBER, 1962, OCTOBER, 1963 AND OCTOBER, 1964(c)—continued.**

State.	Average Weekly Earnings (\$).			Average Weekly Hours Paid For.			Average Hourly Earnings (\$).		
	October, 1962.	October, 1963.	October, 1964.	October, 1962.	October, 1963.	October, 1964.	October, 1962.	October, 1963.	October, 1964.
ADULT FEMALES.									
New South Wales .. .. .	30.81	31.53	33.35	38.89	39.01	39.19	0.79	0.81	0.85
Victoria .. .. .	29.66	30.25	32.55	39.10	39.40	39.45	0.76	0.77	0.83
Queensland .. .. .	28.55	29.27	30.94	39.55	39.52	39.69	0.72	0.74	0.78
South Australia .. .. .	28.58	28.49	31.05	39.39	39.99	40.00	0.73	0.71	0.78
Western Australia .. .. .	28.55	29.55	30.48	39.39	39.55	39.68	0.72	0.75	0.77
Tasmania .. .. .	28.68	29.07	30.58	39.54	39.19	39.03	0.73	0.74	0.78
Australia(d) .. .. .	29.95	30.54	32.55	39.08	39.39	39.40	0.77	0.78	0.83
JUNIOR FEMALES.									
New South Wales .. .. .	19.97	20.59	22.04	39.20	38.88	39.18	0.51	0.53	0.56
Victoria .. .. .	19.77	19.55	21.69	39.19	38.75	39.10	0.50	0.50	0.55
Queensland .. .. .	17.85	17.86	19.09	39.65	39.25	39.75	0.45	0.46	0.48
South Australia .. .. .	18.02	18.16	20.09	39.19	39.32	39.43	0.46	0.46	0.51
Western Australia .. .. .	16.91	17.17	17.42	39.43	39.89	39.54	0.43	0.43	0.44
Tasmania .. .. .	17.84	18.37	19.38	39.42	39.10	39.69	0.45	0.47	0.49
Australia(d) .. .. .	19.21	19.37	20.91	39.27	39.02	39.30	0.49	0.50	0.53

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff, whether or not their hours of work were known, and all other employees whose hours of work were not known. For definitions and particulars of the coverage of the surveys, etc., see pages 86-87. (b) Excludes Rural industry, and Private domestic service. (c) Last pay-periods in October. (d) Excludes Northern Territory and Australian Capital Territory.

### § 5. Basic Wages in Australia.

1. **The Basic Wage.**—The concept of a “basic” or “living” wage is common to rates of wage determined by industrial authorities in Australia. Initially the concept was interpreted as the “minimum” or “basic” wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, it is now generally accepted “that the wage should be fixed at the highest amount which the economy can sustain and that the ‘dominant factor’ is the capacity of the community to carry the resultant wage levels”.\*

Under the Commonwealth Conciliation and Arbitration Act, the Commonwealth Conciliation and Arbitration Commission (prior to June, 1956, the Commonwealth Court of Conciliation and Arbitration) may, for the purpose of preventing or settling an industrial dispute extending beyond the limits of any State, make an order or award altering the basic wage (that is to say, that wage, or that part of a wage, which is just and reasonable, without regard to any circumstance pertaining to the work upon which, or the industry in which, the person is employed) or the principles upon which it is computed. In practice, the Commonwealth Conciliation and Arbitration Commission holds general basic wage inquiries from time to time and its findings apply to industrial awards within its jurisdiction.

In New South Wales and South Australia the State industrial authorities adopt the relevant Commonwealth basic wage. In Victoria and Tasmania, where Wages Boards operate, no provision is included in the industrial Acts for the declaration of a basic wage, although Wages Boards generally adopt Commonwealth basic wages. In Queensland and Western Australia the determination of a basic wage is a function of the respective State Industrial or Arbitration Courts. Details of basic wage determination in each State are set out in para. 5 (page 135). (*See also* Sections IX and X of the Appendix for tables containing basic wage rates for adult males and adult females in Commonwealth and State jurisdictions.)

In addition to the basic wage, “secondary” wage payments, including margins for skill, loadings and other special considerations peculiar to the occupation or industry, are determined by these authorities. The basic wage and the “secondary” wage, where prescribed, make up the “minimum” wage for a particular occupation. The term minimum wage (as distinct from the basic wage) is used currently to express the lowest rate payable for a particular occupation or industry.

In § 1 of this chapter (pages 47–52) particulars are given of the current Commonwealth and State industrial Acts and the industrial authorities established by these Acts. The powers of these authorities include the determination and variation of basic wage rates.

2. **The Commonwealth Basic Wage.**—(i) *Early Judgments.* The principle of a living or basic wage was propounded as far back as 1890 by Sir Samuel Griffith, Premier of Queensland, but it was not until the year 1907 that a wage, as such, was declared by a Court in Australia. The declaration was made by way of an order in terms of section 2 (d) of the *Excise Tariff* 1906 in the matter of an application by H. V. McKay that the remuneration of labour employed by him at the Sunshine Harvester Works, Victoria, was “fair and reasonable”.

\* *Commonwealth Arbitration Reports*, Vol. 77 p. 494.

Mr. Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration, discussed at length the meaning of "fair and reasonable", and defined the standard of a "fair and reasonable" minimum wage for unskilled labourers as that appropriate to "the normal needs of the average employee, regarded as a human being living in a civilized community".\* The rate declared by the President in his judgment (known as the "Harvester Judgment") was 7s. (70c) a day or £2 2s. (\$4.20) a week for Melbourne, the amount considered reasonable for "a family of about five". (For information then available on the average number of dependent children per family, see Labour Report No. 41, footnote, page 73.)

The "Harvester" standard was adopted by the Commonwealth Court of Conciliation and Arbitration for incorporation in its awards, and practically the same rates continued until the year 1913, when the Court took cognizance of the retail price index numbers, covering food and groceries and rent of all houses ("A" Series) for the 30 more important towns of Australia, which had been published by the Commonwealth Statistician for the first time in the preceding year. The basic wage rates for towns were thereafter varied in accordance with the respective retail price index numbers. Court practice was to equate the retail price index number 875 for Melbourne for the year 1907 to the "Harvester" rate of 42s. (\$4.20) a week (or the base of the index [1,000] to 48s. [\$4.80] a week). At intervals thereafter, as awards came before it for review, the Court usually revised the basic wage rate of the award in proportion to variations in the retail price index. In some country towns certain "loadings" were added by the Court to wage rates so derived to offset the effect of lower housing standards, and consequently lower rents, on the index numbers for these towns.

During the period of its operation, the adequacy of the "Harvester" standard was the subject of much discussion, the author of the judgment himself urging on several occasions the need for its review. During the period of rapidly rising prices towards the end of the 1914-18 War, strong criticism developed that this system did not adequately maintain the "Harvester" equivalents. A Royal Commission was appointed in 1919 to inquire what it would actually cost a man, wife and three children under fourteen years of age to live in a reasonable standard of comfort, and how the basic wage might be automatically adjusted to maintain purchasing power. The Commission's Reports were presented in November, 1920 and April, 1921. An application by the unions to have the amounts arrived at by the inquiry declared as basic wage rates was not accepted by the Court because they were considerably in advance of existing rates and grave doubts were expressed by members of the Court as to the ability of industry to pay such rates. Further details of the recommendations of the Commission were published in Labour Report No. 41, page 102.

The system of making automatic quarterly adjustments to the basic wage in direct ratio to variations in the retail price index ("A" Series) was introduced in 1921. The practice then adopted was to calculate the adjustments to the basic wage quarterly on the index number for the preceding quarter.

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\* *Commonwealth Arbitration Reports*, Vol. 2, p. 3.

Previously adjustments had been made sporadically in relation to retail price indexes for the previous calendar year or the year ended with the preceding quarter. The new method would have resulted in a basic wage lower than that to which employees would have been entitled had the previous practice been continued, and in 1922\* the Court added to the basic wage a general loading of 3s. (30c) (known as the "Powers 3s."), "a sum . . . which did, to the extent of 3s. [30c] per week, relieve the employees from the detrimental effect so far as they were concerned of the change which the Court was then making in its method of fixing the basic wage."† This loading continued until 1934. The practice adopted by the Commonwealth Court in 1921 of making automatic quarterly adjustments continued until the Court's judgment of 12th September, 1953. (See page 104.)

For a description of the several series of retail price indexes referred to in these paragraphs see pages 5-6.

(ii) *Basic Wage Inquiries*, 1930-31, 1932, 1933. No change was made in the method of fixation and adjustment of the basic wage until the onset of the depression, which began to be felt severely during 1930. Applications were then made to the Court for some greater measure of reduction of wages than that which resulted from the automatic adjustments due to falling retail prices. The Court held a general inquiry, and, while declining to make any change in the existing method of calculating the basic wage, reduced all wage rates under its jurisdiction by 10 per cent. from 1st February, 1931.‡ In June, 1932, the Court refused applications by employee organizations for the cancellation of the 10 per cent. reduction in wage rates.§ In May, 1933, the Court again refused to cancel the 10 per cent. reduction in wage rates, but decided that the existing method of adjustment of the basic wage in accordance with the "A" Series retail price index number had resulted in some instances in a reduction of more than 10 per cent. In order to rectify this the Court adopted the "D" Series of retail price index numbers for future quarterly adjustments of the basic wage.|| For further particulars see Labour Report No. 22, pages 45-48 and Labour Report No. 23, pages 45-46.

(iii) *Basic Wage Inquiry*, 1934. The "Harvester" standard, adjusted to retail price variations, continued to be the theoretical basis of the basic wage of the Commonwealth Court until the Court's judgment, delivered on 17th April, 1934,¶ declared new basic wage rates to operate from 1st May, 1934. The new rates were declared on the basis of the respective "C" Series retail price index numbers for the various cities for the December quarter, 1933, and ranged from 61s. (\$6.10) for Brisbane to 67s. (\$6.70) for Sydney and Hobart, the average wage for the six capital cities being 65s. (\$6.50).

The 10 per cent. special reduction in wages referred to above ceased to operate upon the introduction of the new rates, and the automatic quarterly adjustment of the basic wage in accordance with variations in retail price index numbers was transferred from the "A" and the "D" Series to the "C" Series Retail Price Index. (For a description of the "A", "C" and "D" Series see page 5.) The base of the index (1,000) was taken by the Court as equal to 81s. (\$8.10) a week. The new basic wage for the six capital cities was the same as that previously paid under the "A" Series, without the "Powers 3s." and without the 10 per cent. reduction. For further particulars of the judgment in this inquiry see Labour Report No. 26, page 76.

\* *Commonwealth Arbitration Reports*, Vol. 16, p. 32. † *Ibid.*, p. 841. ‡ 30 C.A.R., p. 2.  
§ 31 C.A.R., p. 305. || 32 C.A.R., p. 90. ¶ 33 C.A.R., p. 144.

(iv) *Basic Wage Inquiry*, 1937. In May and June, 1937, the Commonwealth Court heard an application by the combined unions for an increase in the basic wage. The unions asked that the equivalent of the base (1,000) of the "C" Series index be increased from 81s. (\$8.10) to 93s. (\$9.30), which on index numbers then current would have represented an average increase of about 10s. (\$1) a week. The chief features of the judgment, delivered on 23rd June,\* were: (a) Amounts were added to the basic wage not as an integral, and therefore adjustable, part of that wage, but as "loadings" additional to the rates payable under the 1934 judgment. The wage assessed on the 1934 basis was designated in the new judgment as the "needs" portion of the total resultant basic wage. These loadings, referred to as "Prosperity" loadings, were 6s. (60c) for Sydney, Melbourne and Brisbane; 4s. (40c) for Adelaide, Perth and Hobart; and 5s. (50c) for the six capitals basic wage. "Prosperity" loadings for the basic wage for provincial towns in each State, for combinations of towns and combinations of capital cities, and for railway, maritime and pastoral workers were also provided for in the judgment. (b) The minimum adjustment of the basic wage was fixed at 1s. (10c) a week instead of 2s. (20c). (c) The basis of the adjustment of the "needs" portion of the wage in accordance with the variations shown by retail price index numbers was transferred from the "C" Series to a special "Court" Series based upon the "C" Series. (See page 6.) (d) Rates for females and junior males were left for adjustment by individual judges when dealing with specific awards.

The main parts of the judgment were reprinted in Labour Report No. 28, pages 77-87.

(v) *Judgment, December, 1939*. The Commonwealth Court on 19th December, 1939, heard an application by trade unions for an alteration in the date of adjustment of the basic wage in accordance with the variations in the "Court" Series of index numbers. On the same day, the Court directed that such adjustments be made operative from the beginning of the first pay-period to commence in February, May, August or November, one month earlier than the then current practice.†

(vi) *Basic Wage Inquiry*, 1940. On 5th August, 1940, the Full Court commenced the hearing of an application by the combined unions for an increase in the existing basic wage by raising the value of 1,000 (the base of the "C" Series index upon which the "Court" Series was based) from 81s. (\$8.10) to 100s. (\$10.00) a week, and the incorporation of the existing "Prosperity" loadings in the new rate. In its judgment of 7th February, 1941‡ the Court unanimously refused to grant any increase, and decided that the application should not be dismissed but stood over for further consideration after 30th June, 1941. The application was refused mainly because of the uncertainty of the economic outlook.

Concerning the concept of a basic wage providing for the needs of a specific family unit, Chief Judge Beeby in his judgment stated:—"The Court has always conceded that the 'needs' of an average family should be kept in mind in fixing a basic wage. But it has never, as the result of its own inquiry, specifically declared what is an average family, or what is the cost of a regimen of food, clothing, shelter and miscellaneous items necessary to maintain it in frugal comfort, or that a basic wage should give effect to any such finding. In the end economic possibilities have always been the determining factor. . . . what should be sought is the independent ascertainment and prescription of the highest basic wage that can be sustained by the total of industry in all its primary, secondary and ancillary forms. . . . More than ever before wage fixation is controlled by the economic outlook."

\* *Commonwealth Arbitration Reports*, Vol. 37, p. 583.  
p. 41.

† 41 C.A.R., p. 520.

‡ 44 C.A.R.,

The Chief Judge suggested that the basic wage should be graded according to family responsibilities and that, notwithstanding the increase in aggregate wages, a reapportionment of national income to those with more than one dependent child would be of advantage to the Commonwealth. The relief afforded to those who needed it would more than offset the inflationary tendency of provision for a comprehensive scheme of child endowment. If a scheme of this nature were established, future fixations of the basic wage would be greatly simplified. (The Commonwealth Child Endowment Act came into operation on 1st July, 1941. See § 10, Child Endowment in Australia).

(vii) "*Interim*" *Basic Wage Inquiry*, 1946. The Court, on 25th November, 1946, commenced the hearing of this case as the result of (a) an application made on 30th October, 1946 (during the course of the Standard Hours Case) by the Attorney-General of the Commonwealth for the restoration to the Full Court List of certain adjourned 1940 basic wage applications (see (vi) above); (b) a number of fresh cases which had come to the Court since 1941; and (c) an application by the Australian Council of Trade Unions on behalf of trade unions for an "interim" basic wage declaration.

In its judgment of 13th December, 1946,\* the Court granted an increase of 7s. (70c) in the adjustable portion of the six capital cities basic wage, to operate from the beginning of the first pay-period commencing in the month of December, 1946, except in the case of casual and maritime workers, for whom the increases operated from 1st December.

For the purpose of automatic quarterly adjustments a new "Court" Series of index numbers designated "Court Index (Second Series)" was created by increasing the base index number (1923-27) from 81.0 to 87.0. The "Court" Series index number calculated on this base for the September quarter, 1946 effected an increase in the basic wage for the weighted average of the six capital cities from 93s. (\$9.30) to 100s. (\$10.00). A similar increase in the basic wage resulted for each capital city except Hobart, where the amount was 6s. (60c). All "loadings" on the basic wage were retained at their existing amounts unless otherwise ordered by the Court.

The wage rates for adult females and juveniles were to be increased proportionately to the increase granted to adult males, the amount of the increase being determined by the provisions in each award. For further particulars of the judgment see Labour Report No. 38, page 79.

(viii) *Basic Wage Inquiry*, 1949-50. This finalized the case begun in 1940 and continued in 1946 (see above). In 1946, during the hearing of the Standard Hours Inquiry and following the restoration to the Full Court List of applications for an increased basic wage, the Chief Judge ruled that the claim for an increase in the basic wage should be heard concurrently with the "40-hour week" claims then before the Court. The unions, however, objected to this course being followed, and, on appeal to the High Court, that Court in March, 1947, gave a decision which resulted in the Arbitration Court proceeding with the "Hours" Case to its conclusion.

The Basic Wage Inquiry, 1949-50, finally opened in February, 1949, and the general hearing of the unions' claims was commenced on 17th May, 1949. Separate judgments were delivered on 12th October, 1950;† in the judgments, which were in the nature of general declarations, a majority of the Court (Foster and Dunphy JJ.) was of the opinion that the basic wage for adult males should be increased by £1 (\$2) a week, and that for adult females should be 75 per cent. of the adult male rate. Kelly C.J., dissenting, considered that no increase in either the male or the female wage was justified.

\* Commonwealth Arbitration Reports, Vol. 57, p. 603.

† 68 C.A.R., p. 698.



The Court, on 24th October and 17th and 23rd November, 1950, made further declarations concerning the "Prosperity" and other loadings. The "Prosperity" loading of 1937 (see page 102), which was being paid at rates of between 3s. (30c) and 6s. (60c) a week according to localities, was standardized at a uniform rate of 5s. (50c) a week for all localities and was declared to be an adjustable part of the basic wage, the "War" loadings were declared to be not part of the basic wage, and any other loading declared to be part of the basic wage ceased to be paid as a separate entity.

The new rates operated from the beginning of the first pay-period in December, 1950, in all cases being the rate based on the "Court" Index (Second Series) for the September quarter, 1950 plus a flat-rate addition of £1 (\$2), together with the standardized "Prosperity" loading of 5s. (50c). The declaration provided that the whole of the basic wage would be subject to automatic quarterly adjustments as from the beginning of the first pay-period commencing in February, 1951, on the basis of the index numbers for the December quarter, 1950. For this purpose the new rate of £8 2s. (\$16.20) was equated to the "C" Series retail price index number 1572 for the six capital cities (weighted average) for the September quarter, 1950. From this equation was derived a new "Court" Index (Third Series) with 103.0 equated to 1,000 in the "C" Series Index.

Further particulars of the judgment may be found in Labour Report No. 39, page 81.

(ix) *Basic Wage and Standard Hours Inquiry, 1952-53.* On 5th August, 1952, the Commonwealth Court of Conciliation and Arbitration began hearing claims by the Metal Trades Employers' Association and other employers' organizations that (a) the basic wage for adult males be reduced; (b) the basic wage for adult females be reduced; (c) the standard hours of work be increased; (d) the system of adjusting the basic wages in accordance with variations occurring in retail price index numbers be abandoned; and by the Metal Trades Federation, an association of employees' organizations, that the basic wage for adult males be increased. This would also have resulted in increasing the amount of the basic wage for adult females, though not the proportion it bore to the basic wage for adult males.

A number of governments, organizations and other bodies obtained leave to intervene and in this role the Australian Council of Trade Unions supported the claims of the Metal Trades Federation.

The decision of the Court, announced on 12th September, 1953,\* was as follows—the employers' application for reduction of the basic wages for adult males and females and for an increase of the standard hours of work were refused; the employers' applications for omission or deletion of clauses or sub-clauses providing for the adjustment of basic wages were granted; the unions' applications for increases of basic wages were refused.

The Court in the course of its judgment said that nothing had been put before it during the inquiry in support of a departure from its well-established principle that the basic wage should be the highest that the capacity of the community as a whole could sustain. If the Court was at any time asked to fix a basic wage on a true needs basis, the question of whether such a method was correct in principle and all questions as to the size of the family unit remained open.

\* *Commonwealth Arbitration Reports*, Vol. 77, p. 477.

In order to remove certain misconceptions about its function, the Court stated that it was neither a social nor an economic legislature, and that its function under section 25 of the Act was to prevent or settle specific industrial disputes. However, these must be settled upon terms which seem just to the Court, having regard to conditions which exist at the time of its decision.

The Court intimated that time would be saved in future inquiries if the parties to the disputes, in discussing the principle of the "capacity to pay", directed their attention to the broader aspects of the economy, as indicated by a study of employment, investment, production and productivity, overseas trade, overseas balances, the competitive position of secondary industry and retail trade.

For further particulars of the judgment see Labour Report No. 46, page 64.

(x) *Basic Wage Inquiry*, 1956. On 14th February, 1956, the Commonwealth Court of Conciliation and Arbitration commenced hearing an application for alteration of the basic wage in the following respects—namely, for an increase in the basic wage to the amount it would have reached if automatic quarterly adjustments deleted by the Court in September, 1953, had remained in force; an increase of a further £1 (\$2) in the basic wage; the re-introduction of automatic quarterly adjustments; and the abolition of what was known as the 3s. (30c) country differential. This application was regarded as a general application for variation of the basic wage in all awards of the Commonwealth Court of Conciliation and Arbitration.

All the claims made by the unions were opposed by the respondent employers. The Commonwealth Government appeared not as a party to the dispute, but in the public interest, and supplied much factual and statistical material in a review of the economy from 1953. However, the Commonwealth opposed the re-introduction of automatic adjustments. The States of New South Wales, Queensland, Western Australia and Tasmania supported the unions' claims for the re-establishment of the system of automatic adjustments and the raising of the basic wage to the levels indicated by current "C" Series index numbers, but the State of South Australia opposed these claims. The State of Victoria neither supported nor opposed the unions' claims.

The judgment was delivered on 26th May, 1956.\* The Court rejected each claim made by the unions but decided to increase the adult male basic wage by 10s. (\$1) a week, payable from the beginning of the first pay-period in June. As a result of this decision, the basic wage for adult females was increased by 7s. 6d. (75c) a week with proportionate increases for juniors of both sexes and for apprentices.

For further details see Labour Report No. 46, page 67.

(xi) *Basic Wage Inquiry*, 1956–57. On 13th November, 1956, the Commonwealth Conciliation and Arbitration Commission in Presidential Session commenced to hear claims for alteration of the basic wage prescribed in the Metal Trades Award, as follows—for the increase of the basic wage to the amount it would have reached if there had remained in the award provisions for automatic quarterly adjustments, and for the re-insertion in the award of the provisions for automatic quarterly adjustments.† In accordance with past practice this application was treated by the Commission as a general application for alteration of the basic wage in all Federal awards.

\* *Commonwealth Arbitration Reports*, Vol. 84, p. 158.

† 87 C.A.R., p. 439.

The unions' claims were opposed by the respondent employers. The Australian Council of Salaried and Professional Associations intervened in support of the applicant unions. Victoria and South Australia were the only States to appear before the Commission and the Commonwealth Government intervened in the public interest. Victoria neither supported nor opposed the application by the unions. South Australia opposed the unions' claims and suggested that, if an increase in the basic wage were granted, the Commission should decide on the increase to be added to the six capitals basic wage and then apportion that increase amongst the six capital cities on a basis accurately reflecting the differences in their cost of living. The Commonwealth opposed the restoration of the automatic adjustment system, whatever index was used for this purpose.

Judgment was delivered on 29th April, 1957.\* The Commission, having considered all aspects of the state of the economy, decided that the basic wages in Federal awards should be increased and that the increase to the six capital cities basic wage should be 10s. (\$1) a week for adult males, to come into effect from the first pay-period to commence on or after 15th May, 1957. The Commission also decided that this increase would be uniform for all basic wage rates. The basic wage for adult females was increased by 7s. 6d. (75c) with proportionate increases for juniors of both sexes and for apprentices. The claim for restoration of automatic quarterly adjustments was refused. The Commission advised that it approved an annual review of the basic wage and would be available for this purpose in February, 1958. However, although favouring an annual review of the basic wage, the Commission considered that "it would not be proper for it nor would it wish to curtail the existing right of disputants to make an application at whatever time they think it necessary to do so".†

A more detailed summary of the judgment may be found in Labour Report No. 46, page 68.

(xii) *Basic Wage Inquiry*, 1958. On 18th February, 1958, the Conciliation and Arbitration Commission in Presidential Session commenced hearing an application by respondent unions for variation of the Metal Trades Award by increasing the amounts of basic wage prescribed therein to the figure each would have reached had the quarterly adjustment system based on the "C" Series retail price index numbers been retained, plus an addition of 10s. (\$1), and by making provision for future adjustment of each of the new amounts at quarterly intervals by the application thereto of the same index numbers.‡

The claims for the restoration of quarterly adjustments and for basic wage increases were opposed by private employers and by the State of South Australia, which also contended that, as the cost of living was much lower in Adelaide than in Melbourne and Sydney, greater disparities in basic wage rates than then existed should be determined if, against its submission, any general increase in the basic wage were decided upon. Tasmania, the only other State represented, made no submissions. The Commonwealth Government intervened in the public interest and leave to intervene was granted to the Professional Officers' Association of the Commonwealth Public Service, three other organizations of medical and scientific workers employed in the Commonwealth Public Service and the Australian Council of Salaried and Professional Associations.

\* *Commonwealth Arbitration Reports*, Vol. 87, p. 439.

† *Ibid.*, p. 459.

‡ 89 *C.A.R.*, p. 287.

The decisions of the Commission, delivered with its judgment on 12th May, 1958,\* were as follows—the claim for restoration of automatic quarterly adjustments and the claim of the South Australian Government for special treatment were refused; and the basic wages of adult male employees covered by Federal awards were increased by a uniform amount of 5s. (50c) a week, to operate from the beginning of the first pay-period commencing on or after 21st May, 1958. The Commission indicated that the issues involved in inter-city differential wage rates were complex and could not be decided after a brief hearing.

The basic wage for adult females was increased to 75 per cent. of the new basic wage for adult males with proportionate increases for juniors and apprentices of both sexes.

For a more detailed summary of the judgment see Labour Report No. 49, pages 91–93.

(xiii) *Basic Wage Inquiry*, 1959. On 24th February, 1959, the Conciliation and Arbitration Commission, constituted in Presidential Session by Kirby C.J., Foster and Gallagher JJ., commenced hearing an application by respondent unions for variation of the Metal Trades Award by increasing the amounts of basic wage prescribed therein for respective cities, towns and localities to the figure each would have reached had the quarterly adjustment system based on the "C" Series retail price index numbers been retained, plus an addition of 10s. (\$1) to each basic wage and by making provision for future adjustment of each of the new amounts at quarterly intervals by the application thereto of the same index numbers.

A large number of applications for similar variation of other awards were ordered to be treated as involved in the inquiry and as such to be decided upon the evidence, material and submissions made from the beginning of the hearing.

The application of the unions was opposed by private employers generally, and by the State of South Australia and two of its instrumentalities. Tasmania was the only other State represented and it appeared in support of the application of the unions in regard to the increase of the basic wage to the amount it would have reached had the adjustment system been retained and the restoration of that system. The Commonwealth Government intervened and submitted that the application for restoration of the automatic adjustment system should be refused. The Commonwealth again supplied, for the benefit of the Commission and the parties, economic and statistical information and material and, in addition, without making a particular submission as to whether there should be an increase or its amount, made a general submission on the state of the national economy. The Australian Council of Salaried and Professional Associations was granted leave to intervene, and submissions were also presented on behalf of fixed income earners and pensioners generally.

The Graziers' Association of New South Wales and other organizations of employers in the pastoral industry asked the Commission to reduce the basic wage in the Pastoral Award, 1956, by £1 5s. (\$2.50), being the aggregate amount of the increases granted by the Court in 1956 and the Commission in 1957 and 1958. The Commission decided to join these applications in the main hearing as a matter of procedure only and without deciding affirmatively that the Commission as constituted for that hearing had power to grant them in whole or in part. On 5th May, 1959, at the conclusion of submissions in support of these applications and without calling upon the Australian Workers Union in reply, the Commission stated that it would reject the applications for reduction of the basic

\* *Commonwealth Arbitration Reports*, Vol. 89, p. 285.

wage in the Pastoral Award and again indicated that the question of jurisdiction as to whether the Commission had the power to decide a different basic wage remained "undecided and open".

On 5th June, 1959, the three Judges delivered separate judgments.\* On the question of whether the system of automatic quarterly adjustments should be restored the members of the Commission were divided in opinion and therefore the question was decided in accordance with the decision of the majority, (Kirby C.J. and Gallagher J.) that the system not be restored. Foster J. dissented.

The members of the Commission were unanimous in the opinion that there should be an increase in the basic wage, but as to the amount of the increase they were divided in opinion. The President, Kirby C.J., was of opinion that the increase should be 15s. (\$1.50) a week, payable as from the beginning of the first pay-period commencing on or after 11th June, 1959. Foster J. was of opinion that the increase should be 20s. (\$2) a week, payable as to 10s (\$1) as from the first pay-period in July, 1959, and as to the balance by increases of 2s. 6d. (25c) for four quarters commencing 1st January, 1960. Gallagher J. was of opinion that the increase should be 10s. (\$1) a week, payable as from the date chosen by the President. Foster J., while holding his opinion, decided to concur in the decision proposed by the President in order that the Commission might reach an effective decision.

A summary of the separate reasons for judgment will be found in Labour Report No. 49, pages 94-96.

(xiv) *Basic Wage Inquiry*, 1960. On 16th February, 1960, the Conciliation and Arbitration Commission, constituted in Presidential Session by Kirby C.J. (President), Ashburner and Moore J.J. (Deputy Presidents), commenced hearing an application by respondent unions for the restoration to the Metal Trades Award of quarterly adjustments to the basic wage and for an increase in the amount of the basic wage. On the six capital cities rate the amount of the increase sought was 22s. (\$2.20) a week. This amount was composed of two parts—firstly, an addition of 5s. (50c) a week to restore to the basic wage the same real value as it had in 1953 and, secondly, a further amount of 17s. (\$1.70) representing the unions' minimum estimate of the increase in productivity which had occurred in the period since the automatic adjustment system was abolished.

The Commonwealth Government intervened in the public interest and all States except New South Wales were represented. The Commonwealth Government again presented a detailed analysis of the economic situation of Australia, together with comments on fiscal and budgetary policy. It also announced its opposition to the unions' application both for restoration of automatic quarterly adjustments and for an increase in the basic wage.

The State of South Australia presented material to the Commission to show the effect which wage increases would have on its finances and opposed the unions' application. Victoria, Queensland and Western Australia presented information to show how the finances of those States would be affected by wage increases, but neither supported nor opposed the claims of the applicants. Tasmania indicated that it supported the application for restoration of quarterly adjustments but made no submissions in support of its attitude.

\* *Commonwealth Arbitration Reports*, Vol. 91, p. 683.

In its judgment, delivered on 12th April, 1960,\* the Commission refused the unions' application. A summary of the judgment was given in Labour Report No. 49, pages 97-101.

(xv) *Differential Basic Wage Inquiries*, 1960. On 9th August, 1960, the Commonwealth Conciliation and Arbitration Commission, constituted by Kirby C.J. (President), Ashburner and Moore J.J. (Deputy Presidents) commenced hearing the first of three applications to vary awards in respect of differential basic wages.

This was made by the Federated Engine Drivers and Firemen's Association, to eliminate from the Engine Drivers and Firemen's (General) Award, 1955, those differentials making the basic wage for country areas less than the metropolitan basic wage in New South Wales, Victoria and South Australia, and to alter a number of basic wages in Tasmania.

The other two, by the Metal Industries Association of South Australia and members of the South Australian Chamber of Manufactures Incorporated and the South Australian Employers' Federation, sought to vary the Metal Trades Award, by providing, firstly, that upon any variation increasing the basic wage prescribed in the award for Sydney, the increase in the basic wage for Adelaide should be 25 per cent. less than the increase in that for Sydney until the ratio of the Adelaide to the Sydney rate was reduced to 90 per cent.; and secondly, that any increase in the basic wage for areas of South Australia other than Adelaide, Whyalla and Iron Knob should in the future be 25 per cent. less than the increase for Adelaide, until the "country differential" was increased to 12s. (\$1.20).

The three cases were treated as matters of general application.

It became apparent to the Commission during the first case that it could not in fairness to all parties give a decision until all three cases had been heard. It therefore refrained from giving a decision in the first case until the conclusion of the other two, which were heard together.

In the judgment delivered on 14th December, 1960,† the Commission granted the unions' application for elimination of the 3s. (30c) country differential, and dismissed the two applications by the employers.

Joint reasons for these decisions were given on 1st March, 1961. A summary was given in Labour Report No. 49, pages 101-104.

(xvi) *Basic Wage and Standard Hours Inquiry*, 1961. On 14th February, 1961, the Commonwealth Conciliation and Arbitration Commission, constituted by Kirby C.J. (President), Ashburner and Moore J.J. (Deputy Presidents), commenced hearing applications by employers and unions for variation of the Metal Trades Award. In the first application the employers sought to increase the number of ordinary working hours per week from 40 to 42, with a concomitant increase in weekly wages by an amount equivalent to two hours pay at ordinary rates, and to effect certain other consequential variations. In the second the unions applied for an increase in the basic wage on a six capital cities basis by the amount of 49s. (\$4.90) (which was amended during the hearing to 52s. (\$5.20) and for the re-introduction of automatic quarterly adjustments based on the "C" Series Retail Price Index. The amount claimed represented 27s. (\$2.70) (amended to 30s.—\$3) for cost of living increases since 1953 and 22s. (\$2.20) to reflect increases in productivity since that time. The applications were heard together.

\* *Commonwealth Arbitration Reports*, Vol. 94, p. 314.

† 96 C.A.R., p. 573.

All States except New South Wales were represented at the hearing. South Australia made no submissions and called no evidence. Tasmania indicated its support for the unions' application for the restoration of automatic adjustments, plus an adjustment of the basic wage to the level indicated by the movement in the "C" Series Index, but presented no material. Victoria, Queensland and Western Australia neither supported nor opposed the application of the unions, but all presented some statistical information. Although the Commonwealth Government followed its usual practice of supplying, for the benefit of the Commission and the parties, certain economic and statistical material, it expressed no attitude other than its opposition to the re-introduction of quarterly adjustments.

In its judgment, delivered on 4th July, 1961,\* the Commission made the following decisions.

- " 1. The employers' claim for an increase in the standard hours of work from forty to forty-two with a concomitant increase in the weekly wage equivalent to two hours' pay at ordinary rates is refused.
2. The unions' claim for restoration of automatic quarterly adjustments is refused.
3. The basic wages of adult male employees covered by federal awards will be increased by a uniform amount of 12s. [\$1.20] per week.
4. The new rates will come into effect from the beginning of the first pay-period commencing on or after 7th July instant subject to special cases.
5. For the specific reasons set out in the judgment we consider that in February next the only issue in regard to the basic wage should be why the money wages fixed as a result of our decision should not be adjusted in accordance with any change in the Consumer Price Index and for the purpose of deciding that issue the Order giving effect to the decisions hereby announced will also provide for the adjournment of the application of the unions for increase of the basic wages under the Metal Trades Award to Tuesday, 20th February, 1962, in Melbourne, when such submissions thereon as are desired to be made will be heard.
6. The decision regarding increases in basic wages is applicable to all the applications which have been ordered by the Commission to be joined for hearing and decision with the original application and those joined applications are stood over to a date after 20th February, 1962, to be fixed by the Commission."

*The Unions' Claims.* In dealing with the unions' claims the Commission first discussed its own role and that of the Commonwealth and States.

In view of certain propositions put forward which seemed to be founded on the assumption that it had jurisdiction to deal with economic matters at large, the Commission once again set out the role and function of a federal arbitral tribunal in cases such as this. After citing what had been said in earlier judgments the Commission further stated:—"We are not national economic policy makers or planners. We are confined to the legislation under which we act, and, in particular, in basic wage cases we have the function of deciding only what is a just and reasonable basic wage. This does not mean, of course, that we have not to consider seriously the probable effects of our decision on the economy."†‡

\* *Commonwealth Arbitration Reports*, Vol. 97, p. 377.

† *Ibid.*, p. 378.

‡ *Ibid.*, pp. 380-1.

The question of what weight the Commission should give to the attitude and submissions of the Commonwealth Government was again raised. The Commission stated that it was not concerned with drawing inferences, as it had been asked to do, from the material presented, as to whether the Commonwealth had an attitude and as to what it might be. On this question of the Commonwealth's attitude the Commission further stated:—"Because of a suggestion made in this case that the mere fact that the Commonwealth adopted an attitude before the Commission would result in that attitude being accepted, we unfortunately consider it necessary to repeat what we have said in the past that this simply is not so. It has not been so in the past and will not be so in the future. We wish to make it clear that any opposition to or support of any claim by the Commonwealth will be treated on its merits".\*

In claiming the re-introduction of automatic quarterly adjustments, the unions submitted, firstly, that the reasoning in each of the judgments of the Court and the Commission from 1952-53 to 1960 was wrong and that there was in none of them any proper reason for rejecting the principle of automatic quarterly adjustments; and secondly, that it was wrong for the Commission to fix a wage based on the capacity of the economy and not to provide some machinery which would ensure that the value of the wage was not subsequently eroded by price movements when prices increased.

The Commission considered it indisputable that at the time of its fixation the amount of a basic wage is both a money wage and a real wage, but the value of the real wage is altered by subsequent changes in price levels. The unions submitted that a real basic wage should be determined from time to time with some interval longer than one year between determinations, and that the real value of the basic wage between determinations should be maintained automatically by adjustment in accordance with a price index. Unless this were done the amount of goods and services that could be purchased by the basic wage would decline as prices rose.

The Commission was asked to assume that between basic wage fixations the capacity of the economy to maintain a basic wage would increase or remain constant. If capacity were to diminish, the unions argued that the Commission is of easy access and employers could seek corrective action. The Commission's duty was to fix a just and reasonable basic wage and the provision of automatic quarterly adjustments would ensure that this was done. Further, the provision of automatic adjustments would relieve the Commission of the necessity of annual reviews of the state of the economy. The unions claimed that it was not practicable for the Commission to make a proper assessment of the economy, including movements in productivity, every twelve months, and to give proper consideration to the fixation of a new real basic wage.

The Commission rejected the employers' argument that the unions were really asking it to return to a needs basic wage as distinct from a capacity basic wage.

It went on to consider the practical difficulty which would in the past have confronted both the Court and the Commission if they had attempted to ensure that a basic wage fixed by them could be properly maintained at its real level. The Commission stated:—" . . . the 'C' Series Index was over a period becoming suspect and the Court and the Commission could not have relied on it to achieve a proper result. The emergence of the Consumer Price Index, however, has removed that difficulty and we are therefore now able to seek to ensure that the basic wage which we fix should, subject to our supervision,

\* *Commonwealth Arbitration Reports*, Vol. 97, p. 382.



maintain its real standard; in other words, that employees should, between fixations of the real basic wage and subject to our supervision, continue to be able to purchase the same amount of goods and services with the basic wage portion of their wage. We add that amongst other things the emergence of the Consumer Price Index has also enabled us to fix at this time a standard which, in our view, is more likely to be properly maintainable than recent past standards".\*

Having reached the conclusion that the principle of the maintenance of the purchasing power of the basic wage could be adopted, the Commission found it unnecessary to deal with the first part of the unions' argument, as to the correctness or otherwise of earlier decisions.

After comparing the "C" Series Retail Price Index and the Consumer Price Index, the Commission said:—"In our view the material available demonstrates the superiority of the Consumer Price Index over the 'C' Series Retail Price Index. The former is an index recently constructed by the Commonwealth Statistician in order to give a proper and accurate up-to-date coverage of movements in retail prices. The latter index on a regimen constructed many years ago can no longer in our view be considered reliable for wage fixing purposes. We find the Consumer Price Index suitable under present circumstances for the maintenance of the purchasing power of the basic wage we will now fix".†

It was then necessary to consider the question of how movements in the Consumer Price Index could be used. In the 1959 and 1960 basic wage decisions the Commission had stated that an annual review of the basic wage was better than arbitrary adjustment by means of an index. However, with the publication of the Consumer Price Index, upon which greater reliance could be placed, what had been said in those two cases was no longer adequate. Nevertheless, the Commission was not prepared to return to a system whereby adjustment was purely automatic, because it thought that there should be some safeguard. Although the Consumer Price Index was preferred to the "C" Series Retail Price Index, it could not be assumed that this index would at all times so accurately measure movements in retail prices that the Commission would be prepared to apply its workings automatically to the basic wage.

In its judgment the Commission stated:—"We consider it desirable that the application of the Consumer Price Index should always be subject to control by the Commission and the Commission should be able to decide whether a particular increase or decrease in the figures as disclosed in the Consumer Price Index should be applied to the basic wage. Our present opinion is that this consideration of prices should take place annually. We will each year make the assumption that the effect of movements in the Consumer Price Index should be reflected in the basic wage unless we are persuaded to the contrary by those seeking to oppose the change. As the basis of our decision is the desirability of maintaining the value of the real wage based on the concept of national capacity, the appropriate matter for consideration would appear to be what should be the effect on the six capital cities basic wage of movements in the six capital cities index. The resulting figure will be applied to all federal basic wages.

"Since such a consideration of price movements is to take place annually the question remains whether the Commission should at the annual hearing continue to review all factors in the economy to decide whether or not to change the level of the real basic wage. It seems to us that once the question of

\* *Commonwealth Arbitration Reports*, Vol. 97, p. 385.

† *Ibid.*, p. 386.

prices is dealt with otherwise a review of the economy generally and in particular of productivity increases could more properly take place at longer periods of time, say, every three or four years. This statement of our views does not, of course, preclude any party from seeking to exercise its right to come to the Commission more frequently than every three or four years to seek a change in the real basic wage but, except in unusual circumstances, we consider such a period a proper interval between reviews of this kind".\*

The Commission concluded that the basic wage which it had fixed took into account increases in productivity up to June, 1960, and it therefore anticipated that a review of the real basic wage would not be necessary for some three years. The Commission went on:—"If our anticipation is correct, in the proceedings next year the only issue will be whether or not the money wage should be adjusted in accordance with any change in the Consumer Price Index. The onus will be on the party opposing such an alteration to show that it should not be made. If the price index has risen the unions may rely *prima facie* on that fact. It will then be for the employers to show that the increase in prices is of an exceptional character . . . so that it should not be reflected in a basic wage increase or that there is some special factor in the economy which would make it inadvisable to allow the increase".†

The Commission had felt in the past some difficulty in endeavouring to make a satisfactory assessment of the economy from the long-range point of view every twelve months, and this difficulty played its part in the Commission's attempt to confine short-term considerations to price movements and to allow a longer period of time between considerations of the long-term trends in the economy.

On the subject of departure from past practices, the Commission said:—"We consider it to be of importance that the Commission should not only consider itself open to depart from past practices when the occasion demands, but that it should make it quite clear that this will happen when the Commission, after due and careful consideration, considers it necessary. This concept is fundamental to our decision to depart from what has become the practice of having annual reviews of the basic wage in which the question of price increases is only one of a number of factors and is not given any special status."‡

*Productivity.* The unions claimed that there should be an increase of 22s. (\$2.20) a week in the basic wage, based on an estimated one per cent. per annum increase in productivity over the previous decade, and that since 1952-53 no proper allowance had been made in the amounts awarded for increases in productivity.

On this subject the Commission stated:—"The question of productivity has been mentioned from time to time in various judgments of the Commission and there is really no dispute between the parties that workers are entitled to their share of increases in productivity. The issues between the parties are whether productivity can be measured with reasonable accuracy and whether in fact through wage increases workers have received their share of increased productivity".‡

In evidence presented by the unions, productivity was calculated by taking the Gross National Product for a year, deflating it by a price index and dividing the figure corrected for prices by (a) population and (b) the total of wage and salary earners in civilian employment. On the basis of these calculations it

\* Commonwealth Arbitration Reports, Vol. 97, p. 387.

† Ibid., p. 388.

‡ Ibid., p. 389.

was claimed that from 1952-53 to 1959-60 productivity had increased by about 2.6 per cent. per annum, "real" average earnings had increased by less than productivity, and the "real" basic wage had decreased. Counsel for the unions submitted that by taking one per cent. per annum the unions had clearly allowed for a safe margin of error.

In answer to this the employers produced a similar type of calculation, but one that used a different deflator and 1949-50 as the base year. On this basis it was claimed that the "real" basic wage had increased slightly more than productivity per person employed and some ten per cent. more than productivity measured on a population basis, and "real" average weekly earnings had increased more than the "real" basic wage.

After considering the various calculations which had been submitted the Commission concluded that 1952-53 was an abnormal year for the purpose of relevant comparison, and that 1949-50 was more satisfactory to take as a starting point. In the Commission's view it followed that the 1960 basic wage properly reflected increased productivity in so far as that could be approximately measured.

The employers claimed that the Commission should look at average weekly earnings as the true indicator of whether increases in productivity had been distributed to the work force, and that the only thing to be measured against productivity was what was in fact earned, and not the basic wage. In the Commission's view, the relevant consideration in fixing a basic wage was whether, if average weekly earnings properly reflected increased productivity but the basic wage did not, there was room for an increase in the basic wage based on the same increased productivity. In view of its finding that the 1960 basic wage did reflect increased productivity, the Commission concluded that it was unnecessary to decide the question on that occasion.

The Commission then reviewed in detail the indicators of the state of the economy. Having examined the problems bound up in the questions of excessive demand, wool, and the competitive position of secondary industry, and their interlocking with overseas trade and overseas reserves, the Commission considered that the economy had the capacity to sustain an increase of 12s. (\$1.20) in the basic wage and that that increase was the highest that could be sustained. This amount was sufficient to restore to the 1960 basic wage its purchasing power as measured by the Consumer Price Index.

Having decided that the most appropriate standard was that set by the basic wage of 1960, the Commission considered the standards of the seven basic wages of the previous ten years and the basic wage increases necessary to maintain those standards in 1961. It felt that the new basic wage combined in the result its conclusions on fundamental factors in a threefold way, because it was fixed at the highest amount the capacity of the economy allowed, it adopted as a standard that set by the basic wage of 1960, and it took account of productivity increases up to and including 1959-60.

Both the employers and the Commonwealth Government referred to the danger of inflation which might result from an increase in wages. However, the Commission pointed out that there was no legal reason why any increase in the basic wage should not be absorbed by over-award payments, although this might not be possible because of industrial pressure and scarcity of skilled labour. While the increase in wages granted would cause some increase in costs, the stimulation of demand would only restore it to the level of the previous year. The estimated increase of £60 million (\$120 million) a year in wages and salaries would add less than two per cent. to the annual wages bill.

*The Employers' Claim.* The employers' claim was for an increase in standard hours from forty to forty-two per week, with a concomitant increase in the weekly wage equivalent to two hours' pay at ordinary rates. This was to operate for four years, after which time weekly hours would revert to forty but the increased wage would remain. The Commission rejected arguments supporting this application, which stated that such a measure was called for by the balance of payments crisis, and that it would lead to increased productivity at stable prices and distribute more evenly the amount of overtime worked. The Commission did not think that the state of the economy was such that standard hours should be increased.

*Employees on Lower Margins.* During the course of the proceedings the President asked for submissions on the question of whether by prescription of the basic wage special consideration should or could be given to those employees who receive a margin above the basic wage of, say, £1 (\$2) a week or less. The Commission decided that even if it had jurisdiction it would not, as a matter of discretion, make a differential basic wage at that time.

*Annual Leave Decision.* The Commission rejected the view that the reasons given for not granting an increase in annual leave in 1960 should impel it to refuse an increase in the basic wage. The question of wages was more fundamental and more important to the worker than the question of leave, and reasons which might delay the granting of additional leave may not be of sufficient weight to delay a basic wage increase. Also, had an increase in annual leave been granted, the Commission might not have been able to grant the increase in wages.

(xvii) *Basic Wage Inquiry, 1962.* In accordance with decision No. 5 in the 1961 Inquiry (see page 110), the adjourned hearing was held on 20th February, 1962, before Kirby C.J., Ashburner and Moore JJ.

The unions submitted that, although the 1961 judgment represented a recognition of union claims as to the need to maintain the real value of the basic wage, it had not met in full the demands of the trade union movement. The unions intended to return to the Commission at the appropriate time to argue at length for the implementation of their policy as to the basic wage standard and the question of quarterly adjustment.

In the employers' submission, reference was made to the Commission's 1961 judgment as indicating a firm intention to confine argument in the current hearing to the quantum of any basic wage change and to exclude any re-examination of the Commission's departure from previously accepted principles. As the Consumer Price Index had shown practically no change between the March and December quarters of 1961, there could be no change in the basic wage. However, the employers' view was that in any hearing involving movement in the basic wage the parties must be free to discuss economic capacity to sustain the basic wage at any given level and the principles upon which it is computed.

The Commonwealth Government stated that at the proper time the Commonwealth would appear before the Commission to present argument as to the use of price indexes in basic wage fixation and other important issues raised by the 1961 judgment. However the matter might come before the Commission as a matter of procedure, when if circumstances called for the debate of any substantive issue, the Commonwealth would then be in a position to make further submissions.

The decision of the Commission was as follows:—

- “ 1. There will be no alteration in the amounts of the existing basic wages until further order of the Commission;
2. The application before the Commission is further adjourned until 19th February, 1963;
3. At such adjourned hearing the issues will be:
  - (a) The issue set out in paragraph 5 of the decisions of 4th July, 1961;
  - (b) Any issue which a party desires to raise and of which it has given notice to the Industrial Registrar, the other parties and to the Attorney-General by the 31st January, 1963;
4. The applications referred to in paragraph 6 of the decision of 4th July, 1961, are stood over to a date after the 19th February, 1963, to be fixed by the Commission with liberty to any of the parties to those applications to apply in the meantime.”

(xviii) *Basic Wage Inquiry*, 1963. This was an adjourned inquiry which arose out of an order made by the Commission on 20th February, 1962, (*see above*). The hearing was held on 5th February, 1963 before Kirby C.J., Ashburner and Moore JJ.

During the proceedings, the unions discussed the various methods by which changes in the rates of basic wage could be calculated by using changes in the index numbers of the Consumer Price Index and asked for a direction by the Commission as to which method should be used.

In conformity with the decision in the 1962 Basic Wage Inquiry (*see above*), the employers gave notice to the Commission that issues and procedures referred to in the 1961 Basic Wage Judgment that related to the fixation of wages or conditions of employment by reference to the capacity of the national economy would, of necessity, be argued at the present hearings.

The employers submitted that the following matters were essential considerations in the hearing and determining of any application seeking to alter wages and conditions of employment on a national basis.

- (a) The role of the Commission in relation to government economic or fiscal policies, inflation, etc.
- (b) The justification for adjustment of wages by reference to a price index either automatically or *prima facie*, including the relationship between movements in a price index and variations in capacity of the national economy.
- (c) The relationship between the capacity of the economy to absorb increases in wages or labour costs and the movements or likely movements in national productivity.

The unions submitted that the matters raised by the employers could be discussed only before a Presidential Bench of the Commission and that the employers could not seek the right to argue the 1961 basic wage decisions before a bench of the Commission constituted otherwise.

In the judgment given on 5th February, 1963 the Commission said:—

“ 1. There will be no alteration in the amounts of the existing basic wage until further order of the Commission.

2. The application before the Commission is further adjourned until 18th February, 1964.

3. At such adjourned hearing the issues will be:—

(a) The issue set out in paragraph (5) of the decision of 4th July, 1961; and

(b) Any issue which a party desires to raise and of which it has given notice to the Industrial Registrar, the other parties, and the Attorney-General, by the 31st January, 1964.”

With regard to the various methods by which changes in the rates of basic wage could be calculated, the Commission felt that it was not the appropriate time to deal with the matter, but it would be further considered when it was appropriate.

The Commission referred to the matter raised by the employers concerning the considerations to be taken into account by the Commission when hearing applications to alter wages and conditions of employment, and ruled that it was not the appropriate time to deal with the submissions made.

If submissions were made before benches of the Commission differently constituted from the present one, then those benches were the ones to deal with their relevance, admissibility or otherwise.

The applications referred to in para. 6 of the decision of 4th July, 1961 were further stood over to a date, after 18th February, 1964, to be fixed by the Commission with liberty to any of the parties to these applications to apply in the meantime.

(xix) *Basic Wage Inquiry, 1964 and Employers' Total Wage Case, 1964.* On 25th February, 1964, the Commonwealth Conciliation and Arbitration Commission began hearing an application by respondent unions for a variation in the Metal Trades Award and the Pastoral Industry Award, and an application by the employers for a variation in the Metal Trades Award.

The unions sought an increase of 52s. (\$5.20) a week in the basic wage portion of the Metal Trades Award and the Pastoral Industry Award, the abolition of the disparity in respect of station hands under the Pastoral Industry Award, and the re-introduction of automatic quarterly adjustments based on the Consumer Price Index.

The employers sought an alteration to the present wage structure, involving the abolition of the “ basic wage ” and “ margins ” components of the award and the substitution of a total wage, with increases ranging from 5s. (50c) to 8s. (80c) a week.

It was decided to hear the claims by the unions first but to reserve the decision until the employers' Total Wage Case was heard immediately afterwards. Since the arguments used in the first case were likely to be similar to those used in the employers' hearing it was deemed expedient for Commissioner Winter who was a member of the bench for the Total Wage Case, to attend the first hearing as an observer.

*The Basic Wage Inquiry, 1964.* For the hearing of this case the Conciliation and Arbitration Commission was constituted in Presidential Session by Kirby C.J. Gallagher, Moore and Nimmo JJ. Commissioner Winter was present as an observer only.

The application by the unions (*see* page 117) was opposed by private employers generally. The Commonwealth Government intervened in the public interest, but neither supported nor opposed the claim. Leave to intervene was granted to the Australian Council of Salaried and Professional Associations and thirty affiliated organizations of that Council, nineteen organizations affiliated with the High Council of Commonwealth Public Service Organizations, and to the State of Tasmania; these parties supported the unions' claims.

At the conclusion of the Basic Wage Inquiry and the Total Wage Case the bench on 9th June, 1964, handed down the following decisions\* :—

- “ 1. Unanimous decision that the unions' claim for the restoration of automatic quarterly adjustments be refused.
2. Unanimous decision that the application of the Australian Workers Union for the deletion from the Pastoral Industry Award of the basic wage for station hands be granted. This means abolition of the disparity of 1s. [10c] per week in respect of station hands.
3. Unanimous decision that the basic wages of adult male employees covered by Federal Awards be increased. The Commission is equally divided in opinion on the amount of increase, the President and Mr. Justice Moore being of the opinion that it should be 20s. [\$2] and Mr. Justice Gallagher and Mr. Justice Nimmo that it should be 10s. [\$1]. The Act (Section 68) provides that if the Commission is equally divided in opinion the question shall be decided according to the opinion of the President. The decision of the Commission is therefore that the basic wages of adult male employees covered by Federal Awards shall be increased by a uniform weekly amount of 20s. [\$2].
4. The new rates will come into operation from the beginning of the first pay period to commence on or after 19th June, 1964, subject to special cases.
5. The basic wages which shall be increased by 20s. [\$2] per week shall be those prescribed for adult males in the Pastoral Industry Award, as varied by Decision No. 2 above, and those basic wages as at present prescribed for adult males in the Metal Trades Award and all the Awards respectively the subject of the applications and disputes which have been ordered by the Commission to be joined for hearing and decision with the applications concerning the Pastoral Industry Award and the Metal Trades Award. The awards concerned are set out in the schedule to the Judgment of the President and Mr. Justice Moore.”

Three separate judgments, one by Kirby *C.J.* and Moore *J.* and one each by Gallagher *J.* and Nimmo *J.*, were presented and a summary of these judgments is given below.

*Kirby C.J. and Moore J.* Discussing the unions' claims Kirby *C.J.* and Moore *J.* in their judgment said, “ The amount of 52s. [\$5.20] is ascertained by applying to the basic wage of September, 1953, movements in the “ C ” Series Index from the September quarter 1953 until the June quarter 1961, and thereafter movements in the Consumer Price Index until December, 1963. A figure of 20s. [\$2] is arrived at by this method of attempting to restore the value of the 1953 basic wage. The 20s. [\$2] is then added to 288s. [\$28.80], the present Six Capital Cities' basic wage which for the purposes of the claim would become 308s.

\* Print No. A9600, p. 6.

[\$30.80]. Then the assumption is made that national productivity has increased at a rate of one per cent per annum since 1952-53. This, when compounded, is 10.4 per cent and 10.4 per cent of 308s. [\$30.80] is 32s. [\$3.20] which with the 20s. [\$2] for price movements gives the 52s. [\$5.20] claimed."\*

Kirby C.J. and Moore J. stated they would reject the use of the "C" Series Index which had been becoming progressively less satisfactory and was no longer published by the Commonwealth Statistician. If the Consumer Price Index was used instead, the amount of the claim became 31s. (\$3.10) and the unions conceded that the Consumer Price Index might be the more appropriate index to use. After discussing the two indexes and the use of different base years from which to measure the increase in productivity, they said that the unions while not abandoning their 52s. (\$5.20) claim had pressed for an increase of 31s. (\$3.10) with alternatives of 13s., 20s., 21s., 25s., 27s., and 32s. (\$1.30, \$2, \$2.10, \$2.50, \$2.70 and \$3.20, respectively).

*Automatic Quarterly Adjustments.* The unions also asked for the re-introduction of automatic quarterly adjustments to the basic wage; this was opposed both by the employers and the Commonwealth Government. Their Honours agreed with what was said in the 1961 Basic Wage judgment about automatic quarterly adjustments and therefore rejected this part of the claim.

*Pastoral Award Differential.* The Australian Workers Union had asked that the 1s. (10c) a week difference between the basic wage for station hands and shearing employees be removed, and explained the history of the difference as related to basic wage concepts, which in its submission no longer applied. The employers argued that questions of principle were involved and that they should be given an opportunity of presenting a more detailed case before the application was fully considered.

Kirby C.J. and Moore J. said they appreciated that the difference between these two basic wages was at different times in the past a matter of some significance, not only because statistics were available upon which to adjust these different basic wages, but also because the amounts between them at times were considerable. In theory the Commission should undertake a lengthy exercise to examine the history and perhaps other factors in detail, but since the amount involved was only 1s. (10c) and would remain at 1s. (10c) for ever if the application were refused, they thought the unions' application should be granted and the difference between the two basic wages, which was now quite artificial, should be removed.

*Base Year.* Their Honours discussed the unions' use of 1952-53 as the base year because of the elimination of automatic quarterly adjustments at that time. They indicated that in 1961 the Commission had rejected that year and preferred 1949-50 as a base year from which to consider productivity movements. They considered that the important thing was that the 1961 decision was correct and that the unions were now strongly relying upon it as a proper approach to wage fixation. They said—"In our opinion the 1961 decision is the proper starting point for our consideration of the basic wage both because it was the latest fixation in point of time and because it applied correct principles."†

The judgment went on to say that the unions were able to show different and even opposite movements in productivity by applying different deflators to the Gross National Product and the judges concluded that the conflict shown by these different groups of figures confirmed views which the Commission had expressed before about relying too heavily on figures of this kind to control its decisions.

\* Print No. A9600, p. 8.

† Print No. A9600, p. 10.



*Attitude of the Parties.* The unions' claim, both for an increase in the basic wage and the restoration of quarterly adjustments, was supported by the State of Tasmania, the Australian Council of Salaried and Professional Associations and the High Council of Public Service Organisations, all of whom had been granted leave to intervene.

The attitude of the employers was not of opposition to a wage increase itself, but one of desiring to see a total wage in the Commission's Awards following the abolition of a basic wage. They submitted that movements in wages should be kept within movements in productivity. Their Honours said that although this was related to their total wage application, it would also apply to basic wage increases, which caused movements in total wages. In view of what was contained in the majority judgment in the Total Wage Case they did not propose to discuss the employers' proposals as to the fixation of wages. They agreed with what was said in that decision about that proposal.

The applications to increase the basic wage could be considered in an atmosphere in which employers were prepared to agree to wage increases, though on certain terms. The employers attacked the principles laid down in the 1961 Basic Wage decision, in particular the *prima facie* adjustment for prices. They also attacked the amount awarded. The Commonwealth Government while intervening neither to support nor oppose an increase of the basic wage did not attack the concept of a basic wage, though it criticised in some detail the 1961 Basic Wage decision. On the other hand the unions relied strongly on that decision. It was necessary to look closely as to what was said and done in that case.

*1961 Basic Wage Decision.* The basic wage awarded in 1961 had taken into account the capacity of the economy, the standard set by the basic wage of 1960 and increases in productivity up to and including 1959–60, and it was not correct to assert that the 12s. (\$1.20) increase was granted merely because of the movement in prices. Their Honours rejected the employers' submission that the Commission had adopted a policy of granting increases which amounted to the sum of price movements and productivity increases since the last fixation.

In 1961 the Commission made a positive finding that it would assume that the capacity of the economy would continue to be such as to enable the real value of the increased basic wage to be maintained. It indicated that there would be consideration of price movements each year, and that a review of the economy could take place every three or four years. This did not preclude any party from exercising its right to come to the Commission more frequently, but in the absence of special circumstances, the next review of the basic wage would only be a consideration of price movements. The only issue would be whether the money wage should be adjusted in accordance with any change in the Consumer Price Index, and the onus would be on the party opposing such an alteration to show that it should not be made.

Relying on this decision the unions had waited for three years before making an application for an increase in the basic wage, and to now reject the implications of that decision might properly be regarded by the unions as a breach of faith by the Commission.

*Overall Approach to Basic Wage Fixation.* Having confirmed the 1961 decision, Kirby C.J. and Moore J. stated their overall approach to general applications for alteration in the basic wage. It was necessary to look at the state of the economy, past, present and future. They explained that in considering the development of the economy, two elements were given most prominence. They were the movements in prices and productivity but these

movements should not be applied automatically and inevitably, nor should they be the only things considered in a review of the real basic wage. They said they had endeavoured to look at the economy in the round and base their decision on its capacity since 1961, its capacity now and its capacity for the predictable future.

It was thought that a general review of the economy should take place every three or four years, but while it was desirable to adhere to the 1961 approach in this case, it might be necessary in different circumstances for the commission to vary this approach. If either of the parties sought a more frequent review of the real wage, the Commission would have to deal with it.

The judgment said they would leave that to the future because they had decided that this application should be determined here and now. The only departure from the 1961 procedure was that they now considered it preferable for the future to leave it to the parties to apply as they may be advised either for money or real changes in the basic wage. They would not, therefore, stand this matter over from year to year as has been done since 1961.

*General Conclusion.* Kirby C.J. and Moore J. considered economic capacity by reviewing the indicators normally considered by the Commission and concluded that:—"A consideration of all the indicators separately and collectively must lead to the conclusion that in all its aspects the Australian economy is at present buoyant. . . .".

" . . . We are conscious that there is some fear in the community that unless care is exercised the present situation may develop into an inflationary boom with possible consequent dampening down measures. However we think that the Commission would not be fixing a basic wage which was just and reasonable if it did not act on the present state of the economy which is expanding and buoyant with no positive sign of inflation although there is an upward tendency in some prices. As we have noted the Reserve Bank is watchful about inflation and we would assume that other authorities will be equally watchful."

" In these circumstances there is and can be no real dispute that the basic wage should be significantly increased. Bearing in mind all we have said we conclude that a just and reasonable increase to the male basic wage would be an amount of 20s. [\$2] a week. We would point out that the 20s. [\$2] by which we would increase the basic wage is not arrived at by the method suggested by the unions in regard to that amount . . . . It is our view that the present and predictable capacity can provide for such an increase and that a lesser sum would not be just and reasonable. This increase should in our view come into operation from the beginning of the first pay period to commence on or after 19th June, 1964."

" The increase of 20s. [\$2] a week granted this year compares with the increase of 12s. [\$1.20] three years ago. In the 1961 judgment it was calculated that 12s. [\$1.20] added £60 million [\$120 million] to the wages bill or something less than two per cent of the £3,311 million [\$6,622 million] paid as wages and salaries during the preceding year. Using the same approach but conceding that it is only a rough rule of thumb method the 20s. [\$2] now granted would increase the wages bill by £100 million [\$200 million]. This would be approximately 2.5 per cent of the £3,965 million [\$7,930 million] of wages, salaries and supplements during 1962-63. This year's 20s. [\$2] represents an increase of something under four per cent on the figure of average weekly earnings."\*

\* Print No. A9600, pp. 21, 22.

It was the view of the judges that their decision should be applied to all the applications and disputes which had been ordered by the Commission to be joined for hearing and decision with the original applications, and any other applications which were subsequently presented.

*Gallagher J.* After reviewing the evidence presented by the unions, employers and the Commonwealth Government, *Gallagher J.* in his judgment said—"I have decided to proceed on the basis that the capacity of the economy is the predominant issue in the assessment of the basic wage. In the application of this principle, I shall adhere to the rule that the wage should be the highest which the community can afford".\* However, he said he would not ignore the industrial, social and economic consequences of the Commission's actions.

"My adherence to the capacity principle does not, as I understand the position, bring me into conflict with the procedure . . . introduced by the Full Bench in the decision which resulted from the Basic Wage Inquiry 1961".\* His Honour said he agreed with the Full Bench that the purchasing power of the basic wage has always been a matter of importance, and did not consider that the *prima facie* adjustment for prices or the onus placed upon the employers created an undesirable procedure. "Provided the relevant evidence is available (and I see no sound reason why it should not be), it is not unreasonable that the employers may be called upon to satisfy the Commission that price increases, although admittedly having occurred, should not be reflected in the basic wage. The matter of fundamental importance, as I see it, is that the employers in raising objection should have the right fully to raise capacity to pay, that is to say it should be open to them to examine all material aspects including the accepted indicators and then to establish that in the light of the economic position viewed as a whole, an alteration based alone on increased prices should not be made."

"I have already indicated my belief that the 1961 basic wage decision did not constitute a departure from the principle that capacity to pay is the predominant issue but if there has been such a departure I would to that extent respectfully refuse to apply the decision."

"My concurrence with the '1961 procedure' is, as I have already indicated, restricted to the extent to which it provides for a *prima facie* adjustment for price movement. For the reason that the taking into account of productivity increases over an extended period could lead to a large increase of the basic wage, I would be inclined to the view that adjustments for productivity, if they are to be made, should be effected at fairly frequent intervals. In this way I hope to avoid the serious impact upon the economy flowing from a substantial increase."†

His Honour did not consider it necessary to discuss the accepted indicators in detail since it was conceded on behalf of the Commonwealth Government that the situation of the economy was favourable.

*Gallagher J.* said that expressions of opinions of economists extracted from documents tendered as evidence left the impressions that—(a) the Australian economy was developing and productivity would increase; (b) there was a lag in award wages as compared with average weekly earnings; (c) the position of the lower wage groups could not be alleviated more than temporarily by a wage rise which accrued indiscriminately to all wages earners; (d) smaller adjustments made with greater frequency were preferable to substantial adjustments made after lengthy intervals; (e) a low rate of increase of wages was unlikely to have much impact on the rate of technical progress; and (f) a rate of increase which was too high could cause economic dislocation.‡

\* Print No. p. 31.

† Ibid., pp. 32, 33.

‡ Ibid., p. 38.

Although the basic wage had remained static for almost three years, average weekly earnings had consistently increased. Those who were on the average or above it appeared to have received the benefits of price movements and productivity, but it may well be that, as a matter of equity and good conscience, an improvement in the standard of living was required for those appreciably below the average.

There was some statistical evidence which would give rise to the inference that the number of workers whose earnings were little above the basic wage were relatively few in number but the figures did not take into account employees in government undertakings and therefore did not necessarily provide a conclusive guide.

After considering particulars relating to personal consumption expenditure, new motor vehicle registrations, number of new houses and flats commenced and completed, and savings banks deposits, His Honour said that some increase was warranted but the important thing for the wage earner was that the amount be of real value. A substantial increase could seriously upset price stability. A moderate increase should be much less likely to do so, and he considered that a middle course would be best.

After referring to scope for private arrangements between employers and employees on wages, and for the use of incentive payments, with the object of demonstrating that the keeping of the basic wage within moderate limits need not result in depressed earnings, he announced his conclusion that the amount of the increase should be 10s. (\$1) a week.

He also concurred with the others on the Bench in rejecting the application for automatic quarterly adjustments, and agreed to the abolition of the difference in the basic wage between station hands and shearing employees.

*Nimmo J.* The separate judgment handed down by *Nimmo J.* said that if the basic wage current at the date of the review was not the highest that the capacity of the community as a whole could sustain, it was the duty of the Commission to alter it accordingly. Since any alteration operated in the future the Commission was obliged to estimate the highest amount the community could sustain during the period of operation of the alteration. In estimating this amount the Commission considered a variety of factors, each of which it weighed and considered against the others. Any party was free to urge the consideration of factors other than those normally used by the Commission.

The Commission used various "Indicators" to assess the present and future state of the economy, considered national productivity, total wages and recent awards, movements in prices and the consequences of any alteration in the basic wage.

In considering the applicants' claims *Nimmo J.* said he did not accept the union's contentions that the court had wrongly abolished the system of automatic quarterly adjustments in 1953 and that since that date wage earners had not received the full share in increases in national productivity to which they had been entitled.

He examined the economy of the country and concluded that the indicators disclosed that the Australian economy was in a healthy state and pointed towards it remaining in that state.

After examining past and future productivity he said that "over the last three years, depending upon the methods adopted for assessing the Gross National Product and calculating the number of persons employed, national productivity may be estimated as having increased annually by between 1.2 per cent and 2.4

per cent. The breadth of this range is a clear indication that it is not possible with existing statistical information to estimate growth in national productivity with precision. The trend, which emerges from the examination, is for a moderate but steady growth which may, on present indications, be reasonably expected to continue in the future.”\*

Over-award payments had increased at a faster rate than had award wages and an increase in the basic wage would spread throughout the ranks of wage earners and not be absorbed into over-award payments. In the past most of the productivity gains had been distributed in a variety of forms to consumers, employers and employees. In 1963 the Commission had increased annual leave generally in secondary industry by one week and had increased margins in the Metal Trades industry, and in the following years awarded 13 weeks long service leave after fifteen years service to employees under the Metal Trades and Graphic Arts Awards. He said—“Consumer prices have been steady since June, 1961. It must be remembered, however, that early in this period the economy was depressed and unemployment existed and that the recovery which has taken place since then has been until recently of a gradual nature.”†

He drew attention to such factors as the state of liquidity, the high average income of adult male wage earners and the increasing shortage of labour in some industries and said “With these potential inflationary elements present it is my view that a substantial increase in the basic wage would aggravate the position and could easily trigger off a wage-price spiral which would produce the undesirable consequences mentioned in the earlier references I have made on this subject.”‡

He concluded that the basic wage for adult males was not the highest the capacity of the community as a whole could sustain now and in the future.

“Having regard to the current state of affairs and to the conclusion I have reached that for the time being there should be annual reviews of the basic wage it is my opinion that the increase which is justified is one of 10s. [5%] to apply until the next annual review.”‡

“Since I find myself at variance with the learned President and my brother Moore, on the question whether the 1961 procedures should be continued I think it incumbent on me to give my reasons in detail”.‡ These reasons are summarized below.

(a) It is incompatible with the principle of “capacity to pay” to single out any particular factor for separate treatment; (b) an upward movement in the Consumer Price Index could lead to an application which might not be opposed by the employers who would simply increase domestic prices; (c) under a system of annual reviews a complete consideration of an application for an increase in the basic wage proceeded on the basis that an increase in the capacity to pay should lead to a rise in the wage—such a rise would ensure that the real value of the basic wage was protected; (d) annual reviews reduced the margin of error involved in the Commission’s prognosis in respect of the future capacity of the community to sustain increases; (e) previous statements by the Court and the Commission pointed out that it was not the policy to determine basic wages without regard to the general level of secondary wages. He said “no explanation has been advanced to show how this principle can be applied in a prognosis of capacity extending over a period of three or four years, because the nature and extent of marginal applications over that period cannot be foreseen”§; (f) a full review after a period of time may lead to one big

\* Print No. A9600, p. 49.

† Ibid., p. 50.

‡ Ibid., p. 51.

§ Ibid., p. 52.

increase, as opposed to a series of moderate increases which the economy may have a better chance of absorbing; (g) under the "capacity to pay" principle a party seeking a change in the basic wage should show that it is justified having regard to the capacity of the community as a whole to sustain it. One party should not be freed from the responsibility of establishing that a change was justified by mere proof of a change in one factor, amongst many, and place upon its opponent the task of proving that it was not, whether the movement in prices be up or down; (h) during a long delay between hearings, pressure was likely to develop for increases in over-award payments and margins, and because of the general lack of bargaining strength of the low wage earners they may suffer; and (i) there were no difficulties in the way of annual hearings as the parties now have more common ground than previously. A further improvement might be the presentation of written cases which could be studied by the parties and then spoken to in the sittings of the Commission.

While opposed to the 1961 procedures, Nimmo *J.* said that if they were adhered to, he would prefer a scheme of staggered increases.

He agreed with the other members of the bench that the application to restore automatic quarterly adjustments be refused, and that the differential between station hands and shearers be abolished.

*Employers Total Wage Case, 1964.*—The case was heard in Presidential Session by Kirby *C.J.*, Gallagher, Moore, Nimmo *JJ.* and Commissioner Winter.

A claim was made by the Metal Trades Employers Association, the Victorian Chamber of Manufactures and the Metal Industries Association of South Australia for the deletion from the Metal Trades Award of the basic wage provisions and for the insertion in the award of a wage expressed as a total wage. The employers offered an immediate increase in the total wage but made it clear that they did not desire the Commission to grant their application for a total wage unless the Commission also agreed to implement their submission that movements in wages should be kept within movements in productivity. They also asked that, since the application was a vehicle by which the Commission would establish a new approach to the principle of wage fixation, the decision should not be confined to the Metal Trades industry but applied generally to the Commission's awards.

The unions opposed the application, stressing the importance of the basic wage to the lower paid worker, its historical significance and the attitude of Parliament.

The Commonwealth Government when intervening, emphasized the need for flexibility, the desirability of adherence to the capacity to pay principle, the danger of fixing wage rates solely in relation to price movements or productivity, the undesirability of assessing rates on purely economic grounds, the advantage of work value fixations and that it was wrong to proceed on the basis that whenever a change takes place in one margin all margins should change.

On 9th June, 1964\* the Commission announced the following decision—

"The members of the bench are unanimous in the opinion that the application of the employers for the deletion from the Commission's Awards generally of the basic wage provision and for the insertion in those Awards of a wage expressed as a total wage should be rejected."

Three separate judgments, one by Kirby *C.J.*, Moore *J.* and Commissioner Winter and one each by Gallagher and Nimmo *JJ.* were handed down and a summary of these judgments is given below.

\* Print No. A9601, p. 7.

*Kirby C.J., Moore J. and Commissioner Winter.*—After discussing the claim by the employers the judgment said—"Allowing for the attractiveness of greater simplicity and predictability and appreciating the thoughtful arguments put by [the employers] we find ourselves unable to implement the employers' proposal, at any rate at the present time, particularly as it has not yet been successfully applied elsewhere."\*

The judgment gave six reasons for rejecting the application and emphasized that they were interrelated and should not be treated separately.

Firstly, it had not been shown that the proposal could successfully be put into practice by the Commission. Nor was it established that any other country had successfully applied the principle that movements in wages and movements in productivity should move in consonance with each other at least generally or over any appreciable period of time. The role of the Commission was to prevent and settle industrial disputes and the Act made the Commission neither an economic planning body nor a national Commission dealing with all types of income or even all wages and salaries. The Commission was required to deal with such industrial disputes as were brought before it and was neither required nor allowed to do anything more, although it did not operate in a vacuum or ignore the economic consequences of its decisions.

Secondly, the proposal would be applied by the Commission in a community where there was no consideration of incomes overall and no overall authoritative control of prices as applied in the writings on which the employers relied. While not underestimating the importance of wages and salaries in the national economy, the application of the proposal to wages and salaries only was another reason for declining, at least at this stage, to attempt to apply the employers' proposal. It may be important however to note that different considerations might well apply if the Commission's work was performed in a setting in which there was an overall policy both as to incomes of all types, and as to prices.

Thirdly, the Commission not only did not fix all incomes but did not even fix all wages and salaries. Accordingly, even if it would, it could not cause the theory to work in Australia in the way suggested by the employers. Federal awards covered only some 42 per cent. of male employees and 31 per cent. of female employees. In New South Wales, Queensland and Western Australia the basic wage under State awards was different from the Federal basic wage. Margins were not always the same in State as distinct from Federal awards and moreover there was a considerable proportion of the work force not covered by awards at all. It was an important factor that the Commission did not and could not fix all wages and salaries and this would be a very real obstacle to the implementation of the employers' proposal.

Fourthly, there were technical problems involved in deciding on the method of determining a measure of productivity and of choosing between award rates or average weekly earnings as the base from which to start to apply the proposed formula, each of which would for the purposes of this decision involve inaccuracies and each would produce a different result. Considering the statistical information presently available and the fact that there was no agreement or demonstrably sound argument as to which particular figures should be used, the Commission should not give effect to the employers' proposition.

\* Print No. A9601, p. 9.

Fifthly, the application of the proposed formula in the way suggested by the employers to a total wage would reduce the flexibility of wage fixation and in particular of wage fixation by the Commission. It was considered the introduction of the employers' proposal would if anything diminish the likelihood of work value cases and would probably tend to detract from the valuable work at present being done by individual members of the Commission in individual industries.

Sixthly and finally, the Commission considered it should not allow a theoretical consideration to interfere with the rectification of what it considered to be an inequitable situation which required correction however the original inequity may have arisen. The implementation of the employers' theory could prevent the Commission increasing wages even when in the view of the Commission the wages would not be just and reasonable unless increased.

Considering some of the non-economic arguments put forward by the employers, the judgment said that it was perhaps vital that the basic wage or something very like it should have come into being and have been retained in Australia. It may be that if a national wage were to be introduced afresh at this time it may not be similar to the basic wage. But the basic wage became a national phenomenon and the real problem is whether that phenomenon still remained of value in the field of national wage fixation. The Commission did not think that in the present circumstances or at the present time a case for the abolition of the basic wage had been made out.

Kirby *C.J.*, Moore *J.* and Commissioner Winter were of the view that the fact that the basic wage may not be an actual paid wage was of no great significance in these proceedings.

They were attracted to the suggestion that since the unions had used similar economic arguments for the fixation of both wage and margins, it would be more logical and tidier to require these arguments to be applied at the same time to a total wage. However, this overlooked the function and duty of the Commission to prevent and settle industrial disputes, in which tidiness may have to give way to more important considerations. The parties were in fundamental disagreement on the issue of a total wage and there would have to be more cogent reasons than tidiness before the Commission would approve the drastic change sought by the employers.

The employers submitted that as soon as the Commission increased the basic wage that fact by itself created a "legacy claim" for marginal increases. The real truth of the matter was that unions base their claims for both basic wage and marginal increases on the same economic grounds and therefore inevitably there must be a similarity between such margins cases and basic wage cases. It was at least as likely as not that increases in the basic wage have an effect in delaying and moderating marginal claims and not in increasing and accentuating them.

The Commission could in each case coming before it create a wage which had no basic wage element, but it thought that at the very least the question of the abolition of the basic wage must be seen against a background of Parliamentary recognition and perhaps even approval of its continued existence.

The judgment rejected the application in the knowledge that the Commission did not consider cases of national importance in isolation. It had been the practice of the Commission when dealing with such cases to bear in mind other decisions of the Commission given in other cases of national importance and this is a practice which would continue.



*Gallagher J.*—In his judgment *Gallagher J.* stated that, in short, the employers' claim was that the basic wage was an anachronism and that it should give way to modern methods of fixation and the time had arrived for its abolition.

The unions had stressed the importance of the basic wage particularly to lower paid workers and argued that its abolition had never been contemplated.

The basic wage for adult males is described as "that wage or that part of a wage, which is just and reasonable for an adult male, without regard to any circumstance pertaining to the work upon which or the industry in which he is employed". For highly remunerated employees the wage element as thus described may be of little significance but while throughout the length and breadth of Australia there may not be one employee on the basic wage there are many thousands whose marginal element when compared with the basic wage was insignificant.

Irrespective of the nature of his work and the conditions under which it was performed an employee was entitled to have included in his wage a monetary sum aimed "at the highest living standard for the wage earner which the community can afford".

It was right that there should exist a separate wage element which was just and reasonable without regard to any circumstance pertaining to the work upon which or the industry in which a person was employed.

*Gallagher J.* concluded: "There may exist grounds for further consideration of present methods of marginal fixation particularly the system which can have the effect of creating widespread percentage increases almost simultaneously and without regard for the nature of the work or the conditions under which it is done but the case for the retention of the basic wage is beyond argument. The application should be refused".\*

*Nimmo J.*—In a separate judgment *Nimmo J.* stated that the basic wage remained a factor of great importance in the minds of wage earners. There were large numbers of wage earners who received relatively small payments in addition to the basic wage and the closer their wages were to the basic wage the greater the significance it had for them.

Although there appeared to be a measure of truth in most of the reasons the employers submitted to support the change, even if they were wholly true they would not justify that change, nor if the change occurred would it produce the results they claimed for it.

*Nimmo J.* then enumerated his reasons which are summarized as follows—  
 (a) The concept of the basic wage had existed for more than 50 years and was a well accepted and fundamental feature of the nation's industrial, social and economic life, which it had served well. (b) In view of the effective way in which the present system had served the nation, it should not be changed upon the application of the employers against the strong opposition of the unions, and against the wish of the Commonwealth Government. (c) In view of (b) above the change sought would be more likely to increase than reduce the number of industrial disputes in the community. (d) The employers claimed that while the Commission stated that its decisions on margins in Metal Trades Awards should not be automatically applied to other awards, this, in many cases, did happen. This submission would be more in point in a case involving only the fixation of margins, and submissions of that nature did not justify so drastic a remedy as the abolition of the basic wage. (e) The Act showed that Parliament intended a dispute as important as a basic wage dispute should be determined

\* Print No. A9601, p. 16.

by the Commission in Presidential Session, but a total wage dispute, which would be at least as important, would not, as the Act now stood, be heard in Presidential Session. The Commission should hesitate before introducing new procedures which would produce this result. (f) It was true that there were disadvantages in the present system but there were advantages as well, not the least of them being its flexibility. Nimmo *J.* was not convinced that the disadvantages of the present system outweighed its advantages or that the suggested new system would not have just as many disadvantages of the same magnitude.

(xx) *National Wage Cases of 1965*.—Hearing in these cases commenced on 2nd March, 1965 before Kirby *C.J.*, Gallagher, Moore, Sweeney and Nimmo *JJ.* of the Commonwealth Conciliation and Arbitration Commission. Claims by the employers and the trade unions were heard concurrently.

The employers' claim (Part A) was for the abolition of the concepts of the basic wage and margins, and the introduction into the Metal Trades Award of an obligation to pay a total wage made up of the sum of the amounts expressed in terms of the basic wage and a margin, plus an amount equivalent to one per cent. of such sum. The employers also asked (Part B) that, in respect of the ensuing twelve months, the level of the basic wage and the level of margins, in so far as the latter is determined upon general economic grounds, should be decided simultaneously. It was open to the Commission under Part B of these claims to decide whether there should be an increase in—(a) the basic wage element alone; (b) the marginal element alone; or (c) both the basic wage and marginal elements, to whatever extent, in respect of each element, the Commission deemed proper.

The trade unions sought new basic wage rates incorporating increases proportionate with the rises in the Consumer Price Index. For the Six Capital Cities basic wage the increase claimed was 12s. a week for adult males.

The Commission announced its decision on 29th June, 1965, when three separate judgments were handed down—a joint judgment by Gallagher, Sweeney and Nimmo *JJ.* and separate judgments by Kirby *C.J.* and by Moore *J.* In accordance with the opinion of the majority (namely that of Gallagher, Sweeney and Nimmo *JJ.*), the order of the Commission was to the effect—

- (a) Part A of the employers' application was refused;
- (b) With regard to Part B of the employers' application—
  - (i) there would be no alteration in the basic wage,
  - (ii) with effect from the first pay period commencing on or after 1st July, 1965, each margin in Clause 4 of the Metal Trades Award was increased by an amount equal to  $1\frac{1}{2}$  per cent. of the sum of the Six Capital Cities basic wage and that margin;
- (c) the application of the unions for an increase in the basic wage was refused.

The majority judgment anticipated that, subject to the question of capacity of a particular industry and the question of those margins which had already been increased on general economic grounds (since 1963), the increases awarded would be speedily reflected throughout the awards of the Commission.

A summary of the proceedings and of the nature and reasons for the judgments will be included in the next issue of the Labour Report.

(xxi) *Rates Operative.* Basic wage rates of the Commonwealth Conciliation and Arbitration Commission, for adult males from 1923 and for adult females from December, 1950 will be found in Section IX of the Appendix. The rates are shown separately for each capital city, the six capitals, the Australian Capital Territory and the Northern Territory. Current rates for the capital cities are published in the monthly bulletin *Wage Rates and Earnings*.

3. *Commonwealth Basic Wage Rates for Females.*—In its judgment of 17th April, 1934, wherein the Commonwealth Court of Conciliation and Arbitration laid down the basis of its "needs" basic wage for adult males, the Court made the following statement in regard to the female rate:—

"The Court does not think it is necessary or desirable, at any rate at the present time, to declare any wage as a basic wage for female employees. Generally speaking they carry no family responsibilities. The minimum wage should, of course, never be too low for the reasonable needs of the employee, but those needs may vary in different industries. In the variations now to be made the proportion in each award of the minimum wage for females to that for males will be preserved."\*

Generally speaking, this proportion varied between 54 and 56 per cent. of the male rate, and this practice continued until superseded by the war-time and post-war developments. During the 1939–45 War these percentages had, in a number of industries, been raised and for some female occupations total wage rates were expressed as not less than 75 per cent. of the corresponding male rate. For further information on war-time developments reference should be made to Labour Report No. 46, pages 77–80. Postwar developments are described briefly below.

The *Commonwealth Conciliation and Arbitration Act* 1947 (see Labour Report No. 37, page 50) provided among other things that "a Conciliation Commissioner shall not be empowered to make an order or award altering . . . (d) the minimum rate of remuneration for adult females in an industry". Following an inquiry in 1948, it was held by the Full Court of the Commonwealth Court of Conciliation and Arbitration that Conciliation Commissioners had jurisdiction to "fix" the female rates in question under the provisions of the Act, but that the provision referred only to the basic wage element in any prescribed female rates. In December, 1948, the Government amended the Act to authorize the Court—and the Court alone—to fix the basic rate by providing that "a Conciliation Commissioner shall not be empowered to make an order or award . . . (d) determining or altering the minimum rate of remuneration for adult females in an industry".

A further amendment in 1949 empowered the Court to determine or alter a "basic wage for adult females" which was defined as "that wage, or that part of a wage, which is just and reasonable for an adult female, without regard to any circumstance pertaining to the work upon which, or the industry in which, she is employed".

The first major post-war declaration of policy in respect of the female basic wage was made by the Commonwealth Court of Conciliation and Arbitration in the course of its judgment in the 1949–50 Basic Wage Inquiry (see page 103). The Court fixed a new basic weekly wage for adult females at 75 per cent. of the corresponding male rate, operative from the beginning of the first pay-period commencing in December, 1950 and that ratio has remained in operation.

\* *Commonwealth Arbitration Reports*, Vol. 33, p. 156.

A table showing Commonwealth female basic wage rates since December, 1950 will be found in Section IX of the Appendix.

Further particulars regarding female basic wage rates may be found in Labour Report No. 46, pages 75-81, and earlier issues.

**4. Australian Territories.**—(i) *Australian Capital Territory.* Prior to 1922 the lowest rate payable to an unskilled labourer was not defined as a basic wage, as all wages were paid under the authority of the Federal Capital Commission as a lump sum for the particular occupation in which the worker was employed, but in 1922 an Industrial Board commenced to operate under a local Ordinance. A summary of the decisions made by the Industrial Board during its period of operation was given in earlier issues of the Labour Report (see No. 40, page 89).

By an amending Ordinance, No. 4 of 1949, the Industrial Board was abolished and its functions were transferred to the Commonwealth Court of Conciliation and Arbitration, which assigned a Conciliation Commissioner to the Australian Capital Territory. It was provided, however, that all orders and agreements in existence should continue to operate subject to later orders, awards and determinations made by the Court.

An amendment to the Commonwealth Conciliation and Arbitration Act, operative from 30th June, 1956, transferred the respective functions of the Commonwealth Conciliation and Arbitration Court to the Commonwealth Conciliation and Arbitration Commission and the Commonwealth Industrial Court. The Conciliation Commissioner mentioned above, under the amended legislation, became the Commissioner for the Australian Capital Territory.

In reviewing the Australian Capital Territory awards, following its decision of 12th October, 1950, in the 1949-50 Basic Wage Inquiry (see page 103), the Commonwealth Court of Conciliation and Arbitration fixed the Canberra basic wage at £8 5s. (\$16.50) a week for adult males, operative from the beginning of the first pay-period commencing in December, 1950.\*

Until August, 1953, the basic wage for the Australian Capital Territory was varied each quarter in accordance with movements in the "C" Series retail price index numbers. However, following a decision of the Commonwealth Court of Conciliation and Arbitration to delete automatic adjustment clauses from its awards (see page 104), the basic wage for the Australian Capital Territory remained unchanged from August, 1953, until June, 1956. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied. The basic wages for the Australian Capital Territory, under awards of the Commonwealth Conciliation and Arbitration Commission since December, 1950, are set out in Section IX of the Appendix.

(ii) *Northern Territory.* The determination of the basic wage for this Territory comes within the jurisdiction of the Commonwealth Conciliation and Arbitration Commission.

There are, in fact, two basic wages operating—(a) in respect of areas north of the 20th parallel of south latitude, and generally referred to as the "Darwin" rate, and (b) in respect of areas south of that parallel. These are calculated on different bases as set out briefly in the following paragraphs. More detailed information was published in Labour Report No. 47 and earlier issues.

\* Commonwealth Arbitration Reports, Vol. 69, p. 486.

(a) *The Darwin Basic Wage.* This wage was first determined by the Commonwealth Court of Conciliation and Arbitration in 1915\* when a rate of £3 17s. (\$7.70) a week, or 1s. 9d. (18c) an hour, for an unskilled labourer, including a weekly allowance of 4s. (40c) for lost time, was awarded. In 1916–17 the Court refused to alter this basic amount of 1s. 9d. (18c) an hour, and referred to an agreement dated 2nd June, 1916, between the Amalgamated Carpenters and Joiners and the Northern Agency, which provided for rates based on the estimated living requirements of a family consisting of a man, wife and two dependent children, amounting to £3 11s. 1d. (\$7.11) a week. The list of items used to assess this figure was used in subsequent basic wage determinations.

In 1924, Powers *J.*, when considering the rate for employees of the Commonwealth Railways, which stood at £5 4s. 6d. (\$10.45), stated that he had in mind the amount of £4 12s. (\$9.20) as a basic wage. He considered that the wage of £5 4s. 6d. (\$10.45) then payable contained a special isolation allowance, and that the question of such special allowances was a matter for employers and employees to settle between themselves.†

In 1927,‡ Beeby *J.* also referred to the regimen of 1916, and fixed the basic wage at £5 10s. (\$11) a week, or 2s. 6d. (25c) an hour, including £1 (\$2) a week district allowance which had been suggested by Powers *J.* in his 1924 award as being a reasonable amount. As there was no adjustment clause in operation in Territory awards, the basic wage of £5 10s. (\$11) a week remained in operation until 1934, except for the reduction by the *Financial Emergency Act* 1931 to £4 16s. 3d. (\$9.62).

The Full Court of the Commonwealth Court of Conciliation and Arbitration considered the Darwin basic wage for the first time in 1934.§ The Court awarded a basic wage of £4 10s. 9d. (\$9.08) a week, which was arrived at by bringing up to date the prices of the list of items of the 1916 agreement (*see* above) and altering the rent figure from 45s. to 65s. (\$4.50 to \$6.50) a month. Automatic adjustment provisions were first introduced into awards by this judgment by inserting an appropriate adjustment scale based on the movement in the Food and Groceries Retail Price Index (Special) for Darwin.

In 1938|| the Court granted a “loading” of 3s. (30c) a week on the wage because the Commonwealth Government had extended to the Territory its general civil service increase of £8 (\$16) a year.

In 1939 an additional amount was added to the basic wage as a special loading to offset the increase in the cost of living not reflected by the index numbers. The loading was 16s. 3d. (\$1.62) for employees on works and 10s. (\$1) for railway employees.¶ In February, 1940, before an automatic adjustment increase of 2s. (20c) became payable, the Court suspended the adjustment clause, pending further inquiry.\*\*

In 1941†† the Full Court again reviewed the basic wage and, after a full investigation of its past history, awarded £5 12s. 9d. (\$11.28), made up of (a) £4 10s. 9d. (\$9.08) awarded in 1934; (b) 4s. (40c) in respect of accrued adjustments since 1939; (c) 5s. (50c) additional allowance for rent; and (d) two constant (unadjustable) “loadings” of 3s. (30c) and 10s. (\$1) a week. The Court also restored the adjustment clause based solely on the movement in the Food and Groceries Retail Price Index. This, however, never became effective, because it was superseded early in 1942 by the Blakeley Orders referred to below.

\* *Commonwealth Arbitration Reports*, Vol. 9, p. 1.  
 ‡ 33 C.A.R., p. 944.  
 \*\* 42 C.A.R., p. 164.

|| 39 C.A.R., p. 501.  
 †† 44 C.A.R., p. 253.

† 20 C.A.R., p. 737. ‡ 25 C.A.R. p. 898.  
 ¶ 40 C.A.R., p. 323 and 41 C.A.R., p. 269.

The basis of adjustment was altered by Conciliation Commissioner Blakeley by Orders dated 29th January, 1942,\* owing to the urgent necessity to provide, over the period of the war, for adjustments in respect of rent, clothing and other miscellaneous items of domestic expenditure. Adjustment by means of the Food and Groceries Index only was no longer doing justice to the workers of the Territory, since the workers elsewhere in Australia were enjoying the benefit derived from the adjustment of their wages by means of the more comprehensive "C" Series Retail Price Index. As there was no "C" Series Retail Price Index for the Territory, and it was not possible to compile one on the basis of prices in Darwin, a composite index, "The Darwin Special 'All Items' Index" was created. This index was computed on the basis of food and groceries prices in Darwin, combined with Townsville prices for rent, clothing and miscellaneous items.

The December quarter, 1940, was taken as a suitable period upon which to base the adjustments, and for this quarter the Special "All Items" Index number was 1,036 and the "needs" equivalent £4 4s. (\$8.40). The basic wage for adult males, payable from 1st February, 1942 (when the new system first became operative), on the basis of the index number for the December quarter, 1941, was £5 17s. 9d. (\$11.78), made up of the £4 4s. (\$8.40) "needs" equivalent mentioned above, 5s. (50c) from adjustments since the December quarter, 1940, an unadjustable amount of 15s. 9d. (\$1.58) and the two unadjustable loadings of 3s. (30c) and 10s. (\$1), granted in 1941.

After the bombing of Darwin in 1942, food and grocery prices in the Special Index for Darwin were varied in accordance with fluctuations in food and grocery prices in Alice Springs and Tennant Creek.†

Following its "Interim" Basic Wage Judgment of 13th December, 1946 (see page 103), the Court decided in March, 1947, to postpone any adjustment pending a general review of the basic wage in the Territory. This review was made in 1948, and the Court increased the basic wage for adult males by 8s. (80c) a week. It also adopted as from the March quarter, 1948, the new Darwin Special "All Items" Index (containing the restored prices of food and groceries for Darwin proper, plus Townsville prices for rent, clothing and miscellaneous items) and transferred the basis of adjustment to the "Court" Index (Second Series). The new basic wage, which came into operation from the beginning of the first pay-period commencing after 20th May, 1948, was £7 0s. 9d. (\$14.08), including the unadjustable amount of 15s. 9d. (\$1.58) (see above), and the loadings of 3s. (30c) and 10s. (\$1).

Consequent upon the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry (see page 103), an interim increase of £1 2s. (\$2.20) a week, payable from the first pay-period in December, 1950, was authorized, pending a special inquiry into the fixation of a new basic wage for the Northern Territory.‡ After the inquiry, and as a result of agreement between employers and employees, the Court fixed the basic wage at £10 10s. (\$21) a week, operative from the beginning of the first pay-period commencing in November, 1951.§ The Darwin Special "All Items" Index (see above) was retained as the basis for quarterly adjustments. Subsequently, a special loading of 10s. (\$1) a week was added to the wage rates in a number of awards.

\* *Commonwealth Arbitration Reports*, Vol. 46, p. 411.  
§ 72 C.A.R., p. 113.

† 48 C.A.R. p. 20.

‡ 69 C.A.R., p. 836.

Quarterly adjustments continued to operate until August, 1953. They were suspended by the Court's decision of 12th September, 1953, as a result of the 1953 Basic Wage Inquiry. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied. The basic wages payable to adult males since December, 1950, are shown in Section IX of the Appendix. To these rates must be added the 10s. (\$1) special loading mentioned above. The basic wage for adult females is 75 per cent. of the adult male rate.

(b) *Northern Territory (South of the 20th parallel of South Latitude).* In earlier years there were two main groups of employees in this area of the Northern Territory, namely, employees of the Commonwealth Railways and employees of the Department of Works (formerly the Works and Services Branch of the Department of the Interior).

Prior to 1937, all employees of Commonwealth Railways, except clerks, were covered by awards of the Commonwealth Court of Conciliation and Arbitration, but since that year rates of pay for certain occupations have been prescribed by determinations of the Commonwealth Public Service Arbitrator. It has been the practice to fix a common base rate for Commonwealth Railways employees (the main centre being Port Augusta) and to provide, by means of "district allowances", additional rates to employees in isolated areas.

Other Commonwealth employees in the Northern Territory south of the 20th parallel of south latitude were paid the Darwin basic wage (*see* page 132), prior to February, 1935. The Full Court, in a judgment issued on 13th November, 1934,\* fixed a rate of £4 (\$8) a week for Works and Services employees, which included an amount of 7s. (70c) a week to cover the cost of freight on goods purchased from the Railway Stores at Port Augusta. This rate compared with £4 10s. 9d. (\$9.08) being paid in areas north of the 20th parallel, and with £3 5s. (\$6.50) in Adelaide. Provision was also made for the adjustment of this wage to be made in the manner provided by the Court for railway employees at Alice Springs, namely on the basis of variations in the "Special" retail price index numbers for Port Augusta (inclusive of Railway Stores prices for groceries and dairy produce), but only £3 6s. (\$6.60) of the total amount was adjustable.

The 3s. (30c) a week "loading" granted by the Court in 1938 (*see* page 132) applied to employees located south of the 20th parallel of south latitude as well as to those engaged north thereof.

At a hearing on 12th and 13th March, 1947, the Full Court granted to workers in this area the amount of 7s. (70c) a week consequent upon its "Interim" Basic Wage Judgment of 13th December, 1946, as an addition to the "adjustable" part of the basic wage applicable. The questions raised as to a general review of the basic wage in the Territory as a whole were postponed pending the hearing and finalization of the 1949-50 Basic Wage Inquiry (*see* page 103).

In a judgment on 11th October, 1949,† the Full Court amended the adjustment clause of the Commonwealth Works and Services (Northern Territory) Award to provide for the adjustment to date and thereafter of the 7s. (70c) a week excess over the "needs" rate granted in November, 1934 (*see* above). The basic wage payable from the first Sunday in December, 1949, then became £7 4s. (\$14.40), made up of a "needs" rate of £6 14s. (\$13.40) and the loadings

\* *Commonwealth Arbitration Reports*, Vol., 33 p. 947.

† 65 C.A.R., p. 573.

of 7s. (70c) for "Freight Costs" and 3s. (30c) for "Prosperity" loading. This represented an increase of 6s. (60c) over the basic wage calculated on the former basis.

Consequent upon the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry (*see* page 103), an interim increase of £1 2s. (\$2.20) a week, payable from the first pay-period in December, 1950, was authorized pending a special inquiry into the fixation of a new basic wage for the Northern Territory.\* After the inquiry, and as a result of agreement between employers and employees, the Court fixed the basic wage at £10 10s. (\$21) a week, operative from the beginning of the first pay-period commencing in November, 1951.† The Port Augusta Special "All Items" Index (*see* page 134) was retained as the basis for quarterly adjustments. Subsequently, a special loading of 7s. (70c) a week was added to the wage rates in a number of awards.

Quarterly adjustments continued to operate until August, 1953. They were suspended by the Court's decision of 12th September, 1953, as a result of the 1953 Basic Wage Inquiry. Since then, the uniform increases made to the basic wage by the Court and the Conciliation and Arbitration Commission have applied. The basic wages payable to adult males since December, 1950, are shown in Section IX of the Appendix. The adult female basic wage rates are 75 per cent. of those for adult males. To these rates must be added the 7s. (70c) special loading mentioned above.

**5. State Basic Wages.**—(i) *General.* Basic wage declarations for adult males and adult females made by State industrial tribunals are shown in Section X of the Appendix.

(ii) *New South Wales.* The first determination under the New South Wales Industrial Arbitration Act of a standard "living" wage for adult male employees was made on 16th February, 1914, when the Court of Industrial Arbitration fixed the "living" wage at £2 8s. (\$4.80) a week for adult male employees in the metropolitan area. A Board of Trade established in 1918 with power to determine the living wage for adult male and female employees in the State, made numerous declarations during the period 1918 to 1925, but ceased to function after the Industrial Arbitration (Amendment) Act, 1926, transferred its powers, as from 15th April, 1926, to the Industrial Commission of New South Wales. The Industrial Arbitration (Amendment) Act, 1927, altered the constitution of the Industrial Commission from a single Commissioner to one consisting of three members. Act No. 14 of 1936, however, provided for the appointment of four members and Act No. 36 of 1938 for the appointment of not less than five and not more than six members. The Commission was directed, *inter alia*, "not more frequently than once in every six months to determine a standard of living and to declare . . . the living wage based upon such standard for adult male and female employees in the State". The Industrial Arbitration (Amendment) Act, 1932, directed the Commission within twenty-eight days from the end of the months of March and September to adjust the living wages so declared to accord with the increased or decreased cost of maintaining the determined standard. The first declaration of the Commission was made on 15th December, 1926, when the rate for adult males was fixed at £4 4s. (\$8.40) a week, the same rate as that previously declared by the Board of Trade. The adult male rate was determined on the family unit of a man, wife and two children from 1914 to 1925; a man and wife only in 1927, with family allowances for dependent children; and a man, wife, and one child in 1929, with family allowances for other dependent

\* *Commonwealth Arbitration Reports*, Vol. 69, p. 836.

† 72 C.A.R., p. 113.



children. However, with the adoption in 1937 of the Commonwealth basic wage (*see below*), the identification of a specified family unit with the basic wage disappeared.

A living wage for adult male rural workers of £3 6s. (\$6.60) a week was in force for twelve months from October, 1921, and a rate of £4 4s. (\$8.40) operated from June, 1927, to December, 1929, when the power of industrial tribunals to fix a living wage for rural workers was withdrawn. This power was restored by an amendment to the Industrial Arbitration Act made in June, 1951.

Following the judgment of the Commonwealth Court of Conciliation and Arbitration of 23rd June, 1937 (*see page 102*), the State basic wage was brought into line with the Commonwealth rates ruling in the State by an amendment of the Industrial Arbitration Act (No. 9 of 1937) which came into operation from the commencement of the first pay-period in October, 1937. Provision was made for the automatic adjustment of wages in conformity with variations of retail prices as shown by the Commonwealth Court's "All Items" Retail Price Index numbers, and the Commonwealth Court's principle of treating the "Prosperity" loadings as a separate and non-adjustable part of the total basic wage was adopted. The rates for country towns were, with certain exceptions, fixed at 3s. (30c) a week below the metropolitan rate; and Crown employees, as defined, received a "Prosperity" loading of 5s. (50c) a week, as against the 6s. (60c) laid down for employees in outside industry. The basic rate for adult females was fixed at 54 per cent. of the adult male rate, to the nearest sixpence. The provisions of the main Acts for the periodic declaration of the living wage by the Industrial Commission were repealed, but the amending Act placed on the Commission the responsibility of altering all awards and agreements in conformity with the intentions of the new Act; of defining boundaries within which the various rates were to operate; and of specifying the appropriate "Court" Series retail price index numbers to which they were to be related.\*

An amendment to the Industrial Arbitration Act (No. 38 of 1950), empowered the Industrial Commission to vary the terms of awards and industrial agreements affecting male rates of pay, to the extent to which the Commission thought fit, to give effect to the alteration in the basic wage for adult males made by the judgment of the Commonwealth Court of Conciliation and Arbitration of 12th October, 1950. In the case of female rates of pay the Commission was empowered to review the terms of awards and industrial agreements and to vary such terms as in the circumstances the Commission decided proper, but no variation was to fix rates of pay for female employees lower than the Commonwealth basic wage for adult females. The rates for adult males were increased by the same amounts as for the corresponding Commonwealth rates, with special provision to cover the cases of apprentices, casual workers and employees on piecework. In deciding the variation for female employees the Commission prescribed an increase in the total wage rate (*i.e.* basic wage plus marginal rate) of £1 4s. 6d. (\$2.45) a week, subject to the statutory provision that the minimum total rate was to be not less than the basic wage for adult females prescribed in Commonwealth awards, that is, at least 75 per cent. of the corresponding male basic wage rate. For Sydney, the rate was £6 3s. 6d. (\$12.35) a week.

In the judgment delivered on 9th March, 1951,† giving reasons for its decision on female rates, the Commission decided that the basic wage for adult females prescribed by the Commonwealth Court in reality included a portion "due to

\* *New South Wales Industrial Gazette*, Vol. 52, pp. 783-4.  
*Reports*, 1951, p. 16.

† *New South Wales Arbitration*

secondary considerations", and could not be considered a "reasonable and proper basic wage for the assessment of rates of female employees under the Industrial Arbitration Act".

In discussing the composition of the amount of £6 3s. 6d. (\$12.35) the Commission stated that it was "reasonable to allocate £1 [\$2] of the said sum . . . to secondary considerations and to regard the amount of £1 4s. 6d. [\$2.45] as an addition proper to be made to the pre-existing basic wage in New South Wales of £3 19s. [\$7.90]", and that the total, £5 3s. 6d. (\$10.35), therefore became the true female basic wage for Sydney under the State Act. (This decision of the Commission was superseded by an amendment of the Act in 1958—see below.)

As a consequence of the over-riding statutory requirement that no rate for adult females in State awards should fall below the Commonwealth basic wage for adult females, the amount of the quarterly adjustments to the female basic wage for changes in the "Court" Series index numbers was the same in Commonwealth and State awards.

By the Industrial Arbitration (Basic Wage) Act, 1951, the differentiation in the basic wage rates in different districts and for employees under Crown awards was eliminated as a general rule, making the basic wage throughout most of the State equal to that paid in Sydney. The main exception was the Broken Hill district, where a different basic wage rate prevailed until the Act was amended in 1961 (see page 138).

After considering the decision of the Commonwealth Court of Conciliation and Arbitration in September, 1953, to discontinue the system of automatic adjustment of the basic wage, the New South Wales Industrial Commission, on 23rd October, 1953, stated that there had been an alteration in the principles upon which the Commonwealth basic wage was computed and ordered the deletion of the automatic adjustment clauses from awards and agreements within its jurisdiction.\* In October, 1955, however, the Industrial Commission was required by the Industrial Arbitration (Basic Wage) Amendment Act to restore, to all awards and agreements within its jurisdiction, quarterly adjustments of the basic wage consequent on variations in the "C" Series retail price index numbers. Subsequently, the basic wage was adjusted as from the beginning of the first pay-period commencing in November, 1955, when the rates for the State, excluding Broken Hill, became £12 13s. (\$25.30) for adult males and £9 9s. 6d. (\$18.95) for adult females. The new rate for adult males was an increase of 10s. (\$1) on the rate previously payable from August, 1953, and represented the full increase in the basic wage adjusted in accordance with movements in the "C" Series Retail Price Index numbers between the June quarter, 1953, and the September quarter, 1955.

The Industrial Arbitration Act was amended by the Industrial Arbitration (Female Rates) Amendment Act, 1958, which became operative on 1st January, 1959. The Act defined the existing basic wage for adult females as being 75 per cent. of the male basic wage, notwithstanding anything contained in the 1950 judgment of the Industrial Commission of New South Wales (see page 136), and the Commission should upon application, or might of its own motion, vary existing awards or industrial agreements to give effect to this definition. Such a variation is not to prescribe a wage rate less than the sum of the newly defined basic wage plus the marginal or secondary amounts applicable immediately prior to this variation, or more than the wage payable to adult males performing similar work.

\* *New South Wales Industrial Gazette*, Vol. 111, p. 128.

Upon application the Commission or a Conciliation Committee shall include in awards and industrial agreements provision for equal pay between the sexes. Where the Commission or Committee is satisfied that male and female employees are performing work of the same or a like nature and of equal value, they shall prescribe the same marginal or secondary rates of wage. The basic wage for these adult females was prescribed as 80 per cent. of the appropriate basic wage for adult males as from 1st January, 1959. Thereafter, the basic wage was to be increased annually by 5 per cent., so that on 1st January, 1963, it became the same as that for adult males. The provisions for equal pay do not apply to persons engaged on work essentially or usually performed by females, but upon which males may also be employed.

The Industrial Arbitration (Amendment) Act, 1961 (assented to on 13th October, 1961) adopted the Consumer Price Index numbers in place of the "C" Series Retail Price Index numbers for purposes of the automatic quarterly adjustment of the basic wage. The November, 1961, variation was the first based on the Consumer Price Index. Consumer Price Index numbers relate only to capital cities and the weighted average for the six capitals and as a result the Sydney basic wage became the rate for the whole of New South Wales, separate rates no longer being prescribed for Broken Hill and the "Five Towns" after November, 1961.

In October, 1964, the Industrial Arbitration (Amendment) Act, 1964 fixed the State basic wages for adult males and adult females at the levels of the then current Commonwealth basic wage for Sydney i.e., £15 15s. (\$31.50) and £11 16s. (\$23.60) a week respectively, to operate from the beginning of the first pay-period which commenced on or after 19th June, 1964. Any provisions in State awards and industrial agreements for adjustments in the basic wages in accordance with fluctuations in the Consumer Price Index were to be deleted. The Act provided that the Commonwealth basic wage for Sydney, as declared by the Commonwealth Conciliation and Arbitration Commission under the provisions of the Metal Trades Award, would in future apply to State awards and industrial agreements.

A table showing the New South Wales State basic wage rates for Sydney from 1914 to date will be found in Section X. of the Appendix.

(iii) *Victoria.* There is no provision in Victorian industrial legislation for the declaration of a State basic wage. Wages Boards constituted from representatives of employers and employees and an independent chairman, for each industry group or calling, determine the minimum rate of wage to be paid in that industry or calling. In general, these Boards have adopted a basic wage in determining the rate of wage to be paid.

By an amendment to the Factories and Shops Act in 1934, Wages Boards were given discretionary power to include in their determinations appropriate provisions of relevant Commonwealth awards. A further amendment to this Act in 1937 made it compulsory for Wages Boards to adopt such provisions of Commonwealth awards. This amending Act also gave Wages Boards power to adjust wage rates "with the variation from time to time of the cost of living as indicated by such retail price index numbers published by the Commonwealth Statistician as the Wages Board considers appropriate". The Wages Boards thus adopted the basic wages declared by the Commonwealth Court of Conciliation and Arbitration and followed that Court's system of adjusting the basic wage in accordance with variations in retail price index numbers.

After the Commonwealth Court of Conciliation and Arbitration discontinued the system of automatic adjustment of the Commonwealth basic wage (*see* page 104), a number of Wages Boards met in September, 1953, and deleted references to these adjustments. However, an amendment to the Factories and Shops Act in November, 1953 required Wages Boards to provide for the automatic adjustment of wage rates in accordance with variations in retail price index numbers.

From 1st July, 1954, the *Factories and Shops Act* 1928 as amended (to 1953) was replaced by the *Labour and Industry Act* 1953, which was, in general, a consolidation of the previous Acts and retained the requirement providing for the automatic adjustment of wages in accordance with variations in retail price index numbers.

An amendment to the Labour and Industry Act proclaimed on 17th October, 1956, deleted the automatic adjustment provision and directed Wages Boards in determining wage rates to take into consideration relevant awards of, or agreements certified by, the Commonwealth Conciliation and Arbitration Commission. The last automatic quarterly adjustment of the basic wage, based on the variation in retail price index numbers for the June quarter, 1956, became payable from the beginning of the first pay-period in August, 1956. Following the judgment of the Commonwealth Conciliation and Arbitration Commission in the 1961 Basic Wage Inquiry (*see* page 109), Wages Boards met in July and August, 1961, and varied their determinations by incorporating the new Commonwealth rates.

A table showing basic wage rates for Melbourne used generally by Wages Boards will be found in Section X of the Appendix.

(iv) *Queensland*. "The Industrial Conciliation and Arbitration Act of 1929" established an Industrial Court, and provided that the Court could make declarations as to the basic wage and standard hours. This Act, as subsequently amended, was repealed by "The Industrial Conciliation and Arbitration Act of 1961", which established, in addition to the Industrial Court, an Industrial Conciliation and Arbitration Commission. The Full Bench of the Commission, consisting of not less than three Commissioners, may make declarations as to, *inter alia*, the basic wage for males and/or females and the standard hours of work.

The main provisions to be observed by the Commission when making general declarations as to the basic wage are—(a) All persons interested must be given an opportunity to be heard before any such general declaration can be made; (b) the minimum wage of an adult male employee shall be not less than is sufficient to maintain a well-conducted employee of average health, strength and competence, and his wife and a family of three children in a fair and average standard of comfort, having regard to the conditions of living prevailing among employees in the calling in respect of which such minimum wage is fixed, and provided that the earnings of the children or wife of such employee shall not be taken into account; (c) the minimum wage of an adult female employee shall be not less than is sufficient to enable her to support herself in a fair and average standard of comfort, having regard to the nature of her duties and to the conditions of living prevailing among female employees in the calling in respect of which such minimum wage is fixed; (d) the Commission shall, in the matter of making declarations in regard to the basic wage or standard hours, take into consideration the probable economic effect of such declaration in relation to the community in general, and the probable economic effect thereof upon industry or any industry or industries concerned.

The first formal declaration of a basic wage by an industrial tribunal in Queensland was gazetted on 24th February, 1921, when the basic wage was declared at £4 5s. (\$8.50) a week for adult males and £2 3s. (\$4.30) for adult females. Prior to this declaration the rate of £3 17s. (\$7.70) a week for adult males had been generally recognized as the "basic" or "living" wage.

On 15th April, 1942, the Court declared the rates operative from 31st March, 1941, as adequately meeting the requirements of section 9 of "*The Industrial Conciliation and Arbitration Act of 1932*", having regard to the level of the "C" Series Retail Price Index for Brisbane for the December quarter, 1941, and decided to make a quarterly declaration of the basic wage on the basis of the variations in the "cost of living" as disclosed by the "C" Series index for Brisbane, commencing with the figures for the March quarter, 1942. This declaration was duly made by the Court on 21st April, 1942 at the rates of £4 11s. (\$9.10) for adult males and £2 9s. 6d. (\$4.95) for adult females. Following this judgment regular quarterly adjustments were made to the basic wage until January, 1953 (*see below*).

The Court granted increases of 7s. (70c) and 5s. (50c) to the basic wages for adult males and adult females respectively, payable from 23rd December, 1946, following the "Interim" Basic Wage Judgment of the Commonwealth Court of Conciliation and Arbitration announced earlier in December, 1946 (*see page 103*).

Following the decision of the Commonwealth Court of Conciliation and Arbitration to increase the male and female basic wages from December, 1950 (*see page 103*), the Queensland Industrial Court conducted an inquiry as to what change should be made to the State basic wage for Queensland and granted an increase of 15s. \$1.50 a week to both adult males and adult females, thus increasing the metropolitan rates to £7 14s. (\$15.40) a week and £5 2s. 6d. (\$10.25) a week respectively, operative from 7th December, 1950. The basic wage payable to adult females became approximately 66 per cent. of the male rate.\*

In January, 1953 the Queensland Industrial Court departed from the practice (established in 1942) of varying the basic wage in accordance with quarterly variations in the "C" Series Retail Price Index numbers for Brisbane. If the practice had been continued, a reduction of 1s. (10c) would have been made in the basic wage for adult males from January, 1953. The Court was not satisfied, however, that the movement in the "C" Series index for Brisbane for the December quarter, 1952, was a true representation or reflex of the economic position for Queensland as a whole and so declined to make any alteration to the basic wage.†

Quarterly adjustments were made for the next four quarters and the basic wage became £11 5s. (\$22.50) for adult males from 1st February, 1954.

Commencing in March, 1954, a Basic Wage Inquiry was conducted by the Court and in its judgment of 11th June, 1954‡ the Court stated that there would be no change in the basic wage rates declared for February, 1954. For the following four quarters also the Court decided not to vary the existing basic wage rates. However, after considering the "C" Series index number for the quarter ended 30th June, 1955, and its relation to the index number for the March quarter, 1955, the Court announced that as these figures showed a continued upward trend the basic wage for adult males should be increased to

\* *Queensland Industrial Gazette*, Vol. 35, p. 1253.

† 38 *Q.I.G.*, 137.

‡ 39 *Q.I.G.*, 355.

£11 7s. (\$22.70) from 1st August, 1955. In this judgment the Court emphasized that it held itself free whether or not to adjust the basic wage upwards or downwards in accordance with movements in the "C" Series Retail Price Index numbers. During the next year increases were granted in three of the four quarters.

In announcing an increase of 4s. (40c) in the adult male basic wage for Brisbane, payable from 29th October, 1956, the Court stated that the considerable increases in the "C" Series index numbers for the September quarter, 1956, were due substantially to the abnormal increases in the prices of potatoes and onions, and therefore, under the circumstances, it decided not to increase the basic wage on the basis of the "C" Series Retail Price Index numbers including potatoes and onions.

Consequent on the issue of the index numbers for the December quarter, 1956, the Court announced that there would be no change in the basic wage and stated: "The existing Basic Wage of £12 1s. [\$24.10] for adult males truly reflects the increase in the 'C' Series index as shown between the June quarter and the end of the December quarter".\*

In the following four years increases were made each quarter, except in October, 1957, and August, 1959.

On 22nd and 23rd April, 1958, the Court heard an application by combined unions for an immediate increase of £1 (\$2) in the basic wage, on the ground that a state of emergency existed with regard to the cost of living. In its judgment of 30th May, 1958, the Court dismissed the application.

In December, 1960, the Court determined that as from 1st May, 1961, the basic wage for adult females should be 75 per cent. of that for adult males.†

In its basic wage declaration of 25th January, 1961, the Court referred to the fact that for current statistical purposes variations in retail prices were measured by the Consumer Price Index. Taking into consideration all relevant factors, including the approximate increase in price levels as disclosed by the Consumer Price Index, the Court decided to increase the basic wage for adult males by 4s. (40c).

Following an inquiry, the Commission, in a decision issued on 24th May, 1961, increased the adult male basic wage by 4s. (40c) a week, which was approximately the amount of the increase indicated by the Consumer Price Index for March quarter, 1961.

In September, 1961, the Commission heard an application by employer organizations for a declaration of a general ruling that the basic wage for males and/or females should not be reviewed merely by reason of any change in the Consumer Price Index at intervals of less than 12 months. The application was opposed by the trade unions generally. In a judgment delivered on 14th November, 1961,‡ the Commission refused the employers' application. An appeal to the Industrial Court against this decision was dismissed on 10th July, 1962.

An inquiry held in November and December, 1962, dealt with an application by unions for increases of £1 4s. (\$2.40) in the adult male basic wage and 18s. (\$1.80) in the adult female basic wage. The application was opposed by employer organizations generally, by the State of Queensland and by the Queensland Commissioner for Railways. Judgment was given on 20th December, 1962,§ the application being refused.

\* *Queensland Industrial Gazette*, Vol. 42, p. 167.  
*Government Industrial Gazette*, Vol. 49, p. 23.

† 46 *Q.I.G.*, 475.  
 § 52 *Q.G.I.G.*, 27.

‡ *Queensland*

A further application was made by trade unions for a declaration of a basic wage, and an inquiry was held in April, 1963. Employers generally opposed the application, and the State of Queensland, while adopting a neutral attitude, submitted information for the assistance of the Commission. In a judgment delivered on 26th April, 1963,\* the Commission increased the basic wage, in accordance with the movement in the Consumer Price Index, by 2s. (20c) for adult males and by 1s. 6d. (15c) for adult females from 6th May, 1963.

On 23rd June, 1964, the Commission began hearing four applications by unions to alter the basic wage. The Queensland Government and the employers agreed that there should be an upward movement in the adult male basic wage but limited to 4s. (40c), which would take into consideration movement in prices as shown by the Consumer Price Index for March quarter 1964. This increase would bring the State basic wage for Brisbane to the same amount as the Commonwealth basic wage for Brisbane, namely £14 10s. (\$29). The Commission on 7th July, 1964†, unanimously increased the basic wage by 14s. (\$1.40) to £15 (\$30) a week for adult males. The increase took effect on and from 13th July, 1964.

In a declaration on 23rd September, 1964‡, the Commission, after an inquiry, refused to increase the basic wage, despite movement in the Consumer Price Index for the June quarter, 1964, which would have justified an increase of 2s. (20c), on the grounds that such an increase would constitute a very ineffective addition to the wages of employees.

On 30th November, 1964, the Commission began hearing applications filed by unions and employer associations. The unions claimed increases of 6s. (60c) and 4s. 6d. (45c) a week for adult males and adult females respectively on the basis of movements in the Consumer Price Index for the June and September quarters, 1964. The employer associations claimed that the Commission should re-affirm its decision of 7th July, 1964, (*see above*) and declare as a matter of policy that it would not review the basic wage until the Commonwealth Conciliation and Arbitration Commission decided to alter the existing Commonwealth basic wage. The Commission, in its decision of 3rd December, 1964,§ granted the increases claimed by the unions. Commenting on the employer associations' claims, the Commission stated that, although the Commonwealth basic wage determined the State basic wage in all States except Queensland and Western Australia, the Commission had never fixed the State basic wage only in relation to the basic wage in other States or the Commonwealth basic wage and could therefore see no reason why a decision should be made at this time to withhold a hearing for review pending the review of the Commonwealth basic wage.

Trade unions applied in January, 1965, for a further increase in the basic wage consequent upon the upward movement in the Consumer Price Index since the last declaration. Following the hearing of unions' claims the Commission increased the adult male wage by 3s. (30c) a week and the adult female wage by 2s. 6d. (25c) a week, effective as from 29th March, 1965.|| In its judgment the Commission stated that it had been decided as a matter of policy that, in the future, it did not propose to deal with an application to vary the basic wage solely because of a change in the Consumer Price Index unless such a change warranted an alteration of 4s. (40c) or more in the basic wage for adult males.

\* *Queensland Government Industrial Gazette*, Vol. 53, p. 51.  
 ‡ 57 *Q.G.I.G.*, 170. § 57 *Q.G.I.G.*, 376.

† 56 *Q.G.I.G.*, 311-312.  
 || 58 *Q.G.I.G.*, 570.

In July, 1965, trade unions applied to the Commission to vary the basic wage on the grounds that recent rises in the Consumer Price Index warranted an increase of more than 4s. (40c) a week in the basic wage. In its judgment of 2nd September, 1965, a majority of the Commission rejected the unions' claim for 6s. (60c) a week, but granted an increase of 5s. (50c) a week, effective from 20th September, 1965. As a matter of policy the Commission further decided not to review the basic wage again before 1st July, 1966.

The basic wage rates payable in the Southern Division (Eastern District) from 1921 to date will be found in Section X of the Appendix.

In addition to the basic wage for the Southern Division (Eastern District—including Brisbane), adult males in other areas receive district allowances. As from 2nd February, 1959, the allowances have been:—Southern Division (Western District), 10s. 6d. (\$1.05), Mackay Division, 9s. (90c), Northern Division (Eastern District), 10s. 6d. (\$1.05); and Northern Division (Western District), £1 12s. 6d. (\$3.25). From May, 1961, the allowances for adult females were increased from 50 per cent. to 75 per cent. of those for adult males.

(v) *South Australia.* The Industrial Code, 1920–1963 provides that the Board of Industry shall, after public inquiry as to the increase or decrease in the average cost of living, declare the “living wage” to be paid to adult male employees and to adult female employees. The living wage is defined as “a sum sufficient for the normal and reasonable needs of the average employee living in the locality in which the work under consideration is done or is to be done”. The family unit is not specifically defined in the Code, but the South Australian Industrial Court decided in 1920 that the “average employee” in respect of whom the adult male living wage is to be declared is a man with a wife and three children. However, the concept of a family unit has disappeared with the adoption of basic wage rates declared by the Commonwealth Conciliation and Arbitration Commission (*see below*).

The Board of Industry has power to fix different rates to be paid in different parts of the State and the Code also provides that the Board shall hold an inquiry for the purpose of declaring the living wage whenever a substantial change in the cost of living or any other circumstance has, in the opinion of the Board, rendered it just and expedient to review the question of the living wage, but a new determination may not be made by the Board until the expiration of at least six months from the date of its previous determination.

The Board of Industry consists of a President (who shall be the President or Deputy President of the Industrial Court of South Australia) and four commissioners, two of whom shall be representatives of employers and two representatives of employees.

The first declaration by the Board of Industry operated from 4th August, 1921, when the living wage for adult male employees in the metropolitan area was determined at £3 19s. 6d. (\$7.95) a week. The living wage of £1 15s. (\$3.50) a week for adult female employees in the same area was declared to operate from 1st September, 1921.

Following the declaration of an “interim” increase in its “needs” basic wage by the Commonwealth Court of Conciliation and Arbitration on 13th December, 1946 (*see page 103*) the South Australian Government made provision through the Economic Stability Act, 1946 for the declaration by the Governor of a living wage based on the Commonwealth basic wage for Adelaide. This action was taken because the Board of Industry had made a determination on 5th September, 1946, and under the Industrial Code was



not able to make a further determination for six months. On 24th December, 1946 the Governor issued a proclamation, declaring a rate of £5 2s (\$10.20) a week for adult males, including the 4s. (40c) "Prosperity" loading, to operate from 7th January, 1947. The Act also provided for similar proclamations in respect of adjustments to the living wage; however, the powers of the Board of Industry to declare a living wage, which would supersede any wage declared by proclamation, were retained.

On 24th May, 1947, the Board of Industry recommended, after an inquiry, that a loading of 5s. (50c) a week, over the living wage for the rest of South Australia should apply to adult males located at Whyalla and adjacent areas. This amount, to compensate for the higher cost of living, was subsequently adopted and continues to operate.

The Industrial Code Amendment Act, 1949 made provision for the quarterly adjustment of the living wage in accordance with the variations in the Commonwealth basic wage for Adelaide. In effect this made the State living wage and the Commonwealth basic wage equal from the beginning of the first pay-period commencing in February, 1950. The prescribed adjustment to the female living wage was seven-twelfths of that made to the Commonwealth male basic wage. The Board of Industry retained power to amend the living wage but any new living wage was to be adjusted quarterly as above.

Following the decision of the Commonwealth Court of Conciliation and Arbitration in the 1949-50 Basic Wage Inquiry (*see* page 103), the South Australian Industrial Code was amended to provide for declarations of the living wage by proclamation, to prevent unjustifiable differences between the Commonwealth and State basic wages. By proclamation dated 30th November, 1950, the South Australian living wage was increased from £6 17s. (\$13.70) to £7 18s. (\$15.80) for adult males and from £3 14s. 11d. (\$7.49) to £5 18s. 6d. (\$11.85) for adult females, operative from 4th December, 1950. These new rates were identical with the December rates fixed by the Commonwealth Court of Conciliation and Arbitration for the metropolitan area of South Australia. The female rate was, by the proclamation, increased from approximately 55 per cent. to 75 per cent. of the corresponding male basic wage.

The living wage for South Australia was adjusted each quarter, as required under the State Industrial Code, in accordance with variations in the Commonwealth basic wage for Adelaide until the August, 1953, adjustment. After the Commonwealth Court of Conciliation and Arbitration announced the discontinuance of quarterly adjustments, the Commonwealth basic wages for Adelaide, and consequently the State basic wages, remained unchanged from the beginning of the first pay-period commencing in August, 1953, until the first pay-period in June, 1956, when an increase of 10s. (\$1) a week was granted to adult males and an increase of 7s. 6d. (75c) to adult females. Subsequent increases have been the same as those made to the Commonwealth rates as the result of Basic Wage Inquiries.

A table showing the South Australian basic wage rates for the State (with the exception of Whyalla and adjacent areas), from 1921 will be found in Section X of the Appendix.

(vi) *Western Australia.* Prior to 1963 the Court of Arbitration appointed under the provisions of the *Industrial Arbitration Act, 1912-1961* determined and declared the "basic wage" in this State. The Court consisted of three members appointed by the Governor, one on the recommendation of the industrial unions of employers, and one on the recommendation of the industrial

unions of employees, while the third member, a Judge of the Supreme Court, was to be the President.

The *Industrial Arbitration Act, 1912-1961* provided that the Court of Arbitration could determine and declare a basic wage at any time on its own motion, and must do so when requested by a majority of industrial unions or by the Western Australian Employers' Federation, with the limitation that no new determination should be made within twelve months of the preceding inquiry. The Court had jurisdiction to declare differential basic wages to be paid in respect of special or defined areas of the State. In fact the Court, from August, 1931 to December, 1963, declared separate basic wage rates for three areas of the State, namely—(a) the Metropolitan area, (b) South-West Land Division, and (c) the Goldfields Areas and other parts of the State.

The term "basic wage" was defined in the Act as "a wage which the Court considers to be just and reasonable for the average worker to whom it applies". In determining what was just and reasonable the Court was obliged to take into account not only the needs of an average worker but also the economic capacity of industry and any other matters the Court deemed relevant. The family unit in relation to the adult male basic wage was not specifically defined in the Act, but it became the practice of the Court to take as a basis for its calculations a man, his wife and two dependent children.

The Act provided that the Court of Arbitration may make adjustments to the basic wage each quarter if the official statement supplied to the Court by the State Government Statistician relating to the "cost of living" showed that a variation of 1s. (10c) or more a week had occurred, compared with the preceding quarter. These adjustments applied from the dates of declaration by the Court. The Act did not define the term "cost of living", but it was defined by Mr. Justice Dwyer, in the Court of Arbitration, Western Australia, in the matter of the Quarterly Adjustment of the Basic Wage, 18th August, 1931,\* to mean "the basic wage as declared from time to time by the Court and as existing at the time that we (the Court) have taken into consideration the Statistician's figures".

Prior to 1950 the legislation differed from that outlined above. Particulars of the previous legislation will be found in issues of the Labour Report prior to No. 39, 1950.

The first declaration of the "basic wage" by the Court of Arbitration since the authority to fix one was vested in the Court by the *Industrial Arbitration Act, 1925*, operated from 1st July, 1926. The rate for adult male employees was £4 5s. (\$8.50) a week, and for adult female employees £2 5s. 11d. (\$4.59) a week. Since that date the principal inquiries have been those of 1938, 1947, 1950, 1951 and 1964.

The declaration of 13th June, 1938, (operative from 1st July) was based on the findings of the Royal Commission on the Basic Wage, 1920. For this purpose the Court reduced the amount recommended by the Commission for a five-unit family to the equivalent for a four-unit family and brought the resulting amounts up to their equivalents at the March quarter, 1938, by means of movements in the separate "group" retail price index numbers in respect of the sections for food, clothing and miscellaneous expenditure, and for rent added an amount which was considered fair under ruling conditions.†

\* *Western Australian Industrial Gazette*, Vol. 9, p. 166.

† 18 *W.A.I.G.*, p. 151.

The increased basic wage of 26th February, 1947, was granted after an inquiry\* by the Western Australian Court of Arbitration consequent upon the "Interim" Basic Wage Judgment of the Commonwealth Court of Conciliation and Arbitration in December, 1946 (*see* page 103).

Following the judgment of the Commonwealth Court of Conciliation and Arbitration in the 1949–50 Basic Wage Inquiry (*see* page 103), the Western Australian Court of Arbitration resumed an inquiry which had been adjourned, to ascertain what change should be made in the State basic wage rates. In its judgment of 7th December, 1950,† the Court decided that the basic wage should be increased by £1 (\$2) a week for adult males and by 15s. (\$1.50) a week for adult females. The rates in the metropolitan area then became £8 6s. 6d. (\$16.65) for adult males and £4 14s. 1d. (\$9.41) for adult females, operative from 18th December, 1950. The unions' claim for a female basic wage equal to 75 per cent. of the male rate instead of the existing 54 per cent. was not granted, but it was intimated that the increase of 15s. (\$1.50) should not necessarily be regarded as the Court's final word on the subject.

As the result of a subsequent inquiry‡ the basic wage for adult females was increased from 1st December, 1951, to 65 per cent. of the corresponding male rate. This was subject to the condition that the increase in the basic wage should be offset by the reduction in or deletion of existing margins between the basic wage and the total wage as specified by the appropriate award or determination.

Following the decision of the Commonwealth Court of Conciliation and Arbitration to discontinue quarterly adjustments (*see* page 104) the Western Australian Court of Arbitration exercised its discretionary power and, after reviewing the quarterly statements prepared by the Government Statistician for each quarter from the September quarter, 1953, to the March quarter, 1955, declined to make, where applicable, any adjustment to the basic wage. However, after reviewing the statement submitted by the Government Statistician for the quarter ended 30th June, 1955, the Court decided to increase the basic wage for Perth by 5s. 11d. (59c) a week for adult males and to make corresponding increases for the other areas in the State. Subsequently, adjustments were made to the basic wage each quarter, except in February, 1959, and February, 1960, when no change was made.

In a decision issued on 30th January, 1960, the Court, acting in recognition of agreement between representatives of unions and employers, increased the basic wage for adult females from 65 per cent. to 75 per cent. of the adult male rate.§ The increased rates were payable from the beginning of the first pay-period commencing on or after the above date. Simultaneously, various awards of, and agreements registered with, the Court were varied to provide that where margins for adult females were equal to or greater than the increase in the female basic wage they would be correspondingly reduced, and where they were less than the increase they would be deleted.

Amendments to the Industrial Arbitration Act, passed in 1963, became effective on 1st February, 1964. The Act provided that the fixation and adjustment of the basic wage would be dealt with by the Commission in Court Session (three Commissioners) instead of the former Court of Arbitration.

\* *Western Australian Industrial Gazette*, Vol. 27, p. 39.  
‡ 36 *W.A.I.G.*, p. 497. § 40 *W.A.I.G.*, p. 61.

† 30 *W.A.I.G.*, p. 336.

In April, 1964,\* the Commission, in exercising the same discretionary powers held by the former Court of Arbitration, unanimously increased the basic wage for adult males by 2s. 8d. (27c) a week for the metropolitan area and the rest of the South-West land division and 2s. 7d. (26c) a week for the Goldfields area and all other parts of the State.

The Commission on 22nd July, 1964, began a General Inquiry following union submissions for an increase of £2 12s. (\$5.20) in the basic wage for adult males. On 22nd September, 1964† the Commission announced its decision that the basic wage for the whole of the State would be £15 8s. (\$30.80) for adult males with appropriate rates for females, juniors and apprentices. This decision abolished the differential rates applying to different areas of the State which had operated since 1931. Subsequently, the Commission reduced the industry allowance in the goldmining industry awards from 30s. (\$3) to 22s. 6d. (\$2.25) per week.

The basic wage for the whole of the State was further increased by 3s. 2d. (32c) a week for adult males and 2s. 5d. (24c) for adult females in October, 1964,‡ by 3s. 6d. (35c) for adult males and 2s. 7d. (26c) for adult females on 26th April, 1965,§ and by 1s. 9d. (18c) for adult males and 1s. 3d. (12c) for adult females on 16th November, 1965, following the Commission's examination of the movements in the Consumer Price Index.

A table showing the West Australian State basic wages for the Perth Metropolitan area from 1926 to date will be found in Section X of the Appendix.

(vii) *Tasmania*. A State basic wage is not declared in Tasmania. Under the *Wages Boards Act* 1920 as amended (to 1964), Wages Boards are constituted for a number of industries, from representatives of employers and employees and an independent chairman (who is common to all Wages Boards), with power to determine the minimum rates of wage payable in each industry. Until February, 1956, these Boards generally adopted the basic wages of the Commonwealth Court of Conciliation and Arbitration in determining the rates of wage to be paid.

Wages Boards have power to adjust wage rates in accordance with variations in the cost of living as indicated by retail price index numbers published by the Commonwealth Statistician and, until November, 1953, Wages Boards' determinations provided for automatic adjustments of the basic wage. Following the decision of the Commonwealth Court in September, 1953, to discontinue the system of automatic quarterly adjustments of the basic wage, the Chairman of Wages Boards stated: "I consider that the basic wage should remain stationary for a reasonable trial period . . . but if a serious attempt is not made to stabilize prices and in some cases to reduce them, applications can be made for meetings of Wages Boards to reconsider the position." Before Wages Boards met to consider this matter, the wage rates for all determinations were automatically adjusted upwards from the beginning of the first pay-period in November, 1953. However, after meeting, all Wages Boards decided to delete the automatic adjustment clause from determinations as from 9th December, 1953, and to cancel the adjustments made in November.

During 1955 representations were made for the restoration of automatic quarterly adjustments and, on 1st November, 1955, at the conclusion of a compulsory conference of employer and employee representatives, the Chairman of Wages Boards announced that, in his opinion, automatic quarterly adjustments should be restored to Wages Boards' determinations. He suggested,

\* *Western Australian Industrial Gazette*, No. 44, p. 89.

† 44 *W.A.I.G.*, pp. 545 to 605.

‡ 44 *W.A.I.G.*, p. 665.

§ 45 *W.A.I.G.*, p. 151.

however, that the adjustments should be delayed until February, 1956, so that a serious attempt to reduce prices could be made during November, December and January. In accordance with this decision, Wages Boards met and re-inserted in determinations the provision for automatic quarterly adjustments. The wage rate payable under Wages Boards' determinations from the first pay-period in February, 1956, became that which would have been payable if quarterly adjustments had continued in the period under review.

Following the decision of the Commonwealth Court of Conciliation and Arbitration in the 1956 Basic Wage Inquiry (*see* page 105), the Employers' Federation requested that Wages Boards accept the Commonwealth basic wage and delete automatic adjustment provisions from their determinations. On 3rd July, 1956, the Chairman of Wages Boards issued a statement that he favoured the suspension of automatic adjustments in order to achieve some measure of stability. He added, however, that if prices continued to rise it would be necessary to review the position.

The majority of Wages Boards suspended quarterly basic wage adjustments after the August, 1956, adjustment and to July, 1959, wage rates remained unchanged. Following the decision of the Commonwealth Conciliation and Arbitration Commission in July, 1961, to increase the basic wage (*see* page 110), Wages Boards met in July and August, 1961, and incorporated the new rates in their determinations. During January, 1961, Wages Boards adopted the Hobart basic wage as the uniform rate applicable throughout the State.

During 1962 a number of Wages Boards met and varied determinations by making provision for the automatic adjustment of the basic wage to conform to any change in the basic wage determined from time to time in awards of the Commonwealth Conciliation and Arbitration Commission.

A table in Section X of the Appendix sets out Hobart basic wage rates, which were generally adopted by Wages Boards in Tasmania.

(viii) *Rates Prescribed.* State basic wage rates for adult males and adult females are shown for a long period of years in Section X of the Appendix. Current figures are published in the monthly bulletin *Wage Rates and Earnings*.

## § 6. Wage Margins.

1. *General.*—Wage margins have been defined as "Minimum amounts awarded above the basic wage to particular classifications of employees for the features attaching to their work which justify payments above the basic wage, whether those features are the skill or experience required for the performance of that work, its particularly laborious nature, or the disabilities attached to its performance". \*

Marginal rates of wage are determined by Commonwealth and State industrial tribunals. In the Commonwealth jurisdiction, prior to 1954, the Commonwealth Court of Conciliation and Arbitration had not made any general determination in respect of wage margins, but general principles of marginal rate fixation had been enunciated by the Court in the Engineers' Case of 1924, the Merchant Service Guild Case of 1942 and the Printing Trades Case of 1947. Major determinations affecting margins were made in the Commonwealth jurisdiction in 1954, 1959, 1963 and 1965. The decisions of the Commonwealth Court and later the Commonwealth Conciliation and Arbitration Commission have generally been followed by State industrial tribunals in the determination of margins in State awards.

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\* *Commonwealth Arbitration Reports*, Vol. 80, p. 24.

A summary of the 1954, 1959 and 1963 Margins Cases is given in the following paragraphs. A summary of the judgment of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases, 1965, in which marginal increases were granted, will be found in §5. Basic Wages in Australia (*see* pages 99 to 148).

**2. Metal Trades Case, 1954.**—The Amalgamated Engineering Union, the Electrical Trades Union and other employee organizations which were parties to the Metal Trades Award, 1952, filed applications during 1953 for increased margins for all workers covered by this award.

The applications came on for hearing before J. M. Galvin, C.C., who decided that they raised matters of such importance that, in the public interest, they should be dealt with by the Commonwealth Court of Conciliation and Arbitration. On 16th September and 6th October, 1953 the Conciliation Commissioner, pursuant to section 14A of the Conciliation and Arbitration Act, referred these applications to the Court.

The actual claims of the trade unions were that the marginal rate of 52s. (\$5.20) a week payable to a fitter in the metal trades should be increased to 80s. (\$8) a week (86s. [\$8.60] for certain electrical trades) with proportionate increases for other award occupations. The margins then current, with a few exceptions, had been in existence since 1947. The employees' claims were in the nature of a test case to determine the attitude of the Court to applications for increased margins.

The Metal Trades Employers' Association and other respondents to the Metal Trades Award had counter-claimed that existing margins for skilled tradesmen should remain unaltered, while those paid to partly skilled or unskilled workers should be reduced.

The Court decided to take the Commissioner's two references together and the matter came on for hearing before the Full Arbitration Court (Kelly C.J., Kirby, Dunphy and Morgan JJ.) in Melbourne on 13th October, 1953.

In a judgment delivered on 25th February, 1954, the Court held that a *prima facie* case had been made for a re-assessment of margins but that the economic situation at that time, particularly in regard to the level of costs, did not permit of such a comprehensive review. The Court decided that to avoid the creation of new disputes, to save expense and to obviate procedural difficulties, it would not reject the claims but adjourn them until 9th November, 1954.

On 25th and 26th August, 1954, summonses were filed by the employees' organizations for orders that proceedings in this case be brought forward and the hearing was resumed on 5th October, 1954.

In a judgment delivered on 5th November, 1954,\* the Court made an order re-assessing the marginal structure in the Metal Trades Award by, in general, raising the current amount of the margin to two and a half times the amount of the margin that had been current in 1937. However, in cases in which the result of that calculation produced an amount less than the existing margin the existing margin was to remain unaltered. In effect, this decision increased the margin of a fitter from 52s. (\$5.20) to 75s. (\$7.50) a week, increased similarly margins of other skilled occupations, and made no increase in margins of what may generally be described as the unskilled or only slightly skilled occupations under the Metal Trades Award. The new rates operated from the beginning of the first pay-period commencing on or after 13th December, 1954.

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\* *Commonwealth Arbitration Reports*, Vol. 80, p. 3.

At the end of its judgment the Court stated that while its decision in this case related immediately to one particular industry, it was expected to afford general guidance to all authorities operating under the Conciliation and Arbitration Act, or under other legislation which provided for tribunals having power to make references, or being subject to appeal, to the Court, where the wage or salary may properly be regarded as containing a margin. The Court added observations for the guidance of these and of other tribunals "which may regard decisions of this Court as of persuasive authority". Further details were published in Labour Report No. 46, 1958, pages 101-108.

**3. Margins Cases, 1959.**—On 25th August, 1959, the Commonwealth Conciliation and Arbitration Commission began considering a number of applications for increases in marginal rates. The Amalgamated Engineering Union and other employee organizations applied for increases in margins in Part I. of the Metal Trades Award. There were also applications by the Association of Architects, Engineers, Surveyors and Draughtsmen of Australia and the Federation of Scientific and Technical Workers for variation of the Metal Trades Award, Part II, and of the Aircraft Industry Award, Part II., by the Australian Bank Officials' Association regarding the Bank Officials' Award and by the Australian Workers Union regarding the Gold and Metalliferous Mining Award. Finally there was an application by the Metal Trades Employers' Association and others to reduce rates in the Metal Trades Award. All these matters were references under section 34 of the Conciliation and Arbitration Act from the appropriate Commissioner.

During a debate as to whether these matters should be heard together, it became apparent that the applicants in respect of Part II. of the Metal Trades and Aircraft Industry Awards and the Bank Officials' Award desired to ask only for an interim increase in margins at that stage. The employers submitted that the applicants should be required to submit their whole case. The Commission decided to hear all the matters together, permitting the applicants in these three cases to ask first for an interim decision, it being understood that those applicants would have to satisfy the Commission that a case had been made out for an interim increase.

On 27th November, 1959,\* judgments were delivered in connection with two of the five cases before the Commission, namely, those concerning margins in the Metal Trades Award, Part I. and the Gold and Metalliferous Mining Award. This was done to avoid delay and to give parties to the other three cases the opportunity of making further submissions in the light of the decisions (and reasons for the decisions) in these two cases.

A summary of the Metal Trades Case, Part I., is given in the following paragraph. Extensive extracts from the judgment were printed in Labour Report No. 49, pages 133-137.

*Metal Trades Award, Part I.* The unions sought to have restored the relativities within the marginal structure of the Metal Trades Award which existed prior to the Metal Trades Case, 1954 (*see* para. 2, above). Their claim was for an increase in the margin of the fitter from 52s. (\$5.20) to 134s. (\$13.40) a week and an increase of 157 per cent. in the margins of other classifications. The employers counter-claimed for a reduction in margins of 15s. (\$1.50) a week.

The unions put broadly a case that in the proper fixation of margins the basic criteria were the market value at the time of the fixation of the wage and the economic capacity of the economy to pay the wages claimed and alleged

\* *Commonwealth Arbitration Reports*, Vol. 92, p. 796.

that the 1954 Metal Trades decision had departed from these principles. They produced material to demonstrate the economic situation which would justify the increases asked for, and submitted that the true relativities in the Metal Trades Award should be those created by a combination of the 1947 Full Court decision and the second variation order made in 1947 by G. A. Mooney, C.C.\*

The employers adopted the view that no case had been made out for any increase and that there should be wage reductions. They also supplied the Commission with economic material in support of their case that there was no capacity in the community to sustain increased margins and alternatively that any increased economic capacity which may have occurred since 1954 had been exhausted by basic wage fixations. As to relativities the employers submitted that the 1954 decision should be adhered to and should be carried to its logical conclusion so far as the lower paid classifications were concerned.

The Commonwealth Government intervened and not only submitted statistical material and an analysis of the economic situation but also assisted the Commission with an exposition of various factors proper to be taken into account in the fixation of margins. In particular the Commonwealth emphasized the desirability of flexibility in the workings of the arbitration system.

In the judgment, delivered on 27th November, 1959, the Commission rejected the employers' application to reduce wages under the Metal Trades Award and made an order re-assessing the marginal structure in the award by increasing the existing margins by 28 per cent., the amount of the increase being taken to the nearest 6d. (5c). The new margins applied from the beginning of the first full pay-period commencing in December, 1959. The effect of this decision was to increase the margin of the fitter from 75s. (\$7.50) to 96s. (\$9.60) a week.

The Commission stated that, not having before it the question of work values, and having decided not to alter the 1954 relativities, the increases had been expressed as a percentage of current margins, but this was not to be taken as an endorsement of that method of fixing margins. The Commission also stated that the decision was based on the material placed before them and their general industrial knowledge which, in view of their functions under the Act, they thought proper to use. Both that material and that knowledge related to the Metal Trades industry and to the economy generally. The decision, however, related only to the Metal Trades Award. The Commission realized that on occasions in the past, margins fixed in the Metal Trades Award, and in particular the margin of the fitter, had been used as standards for other awards. The use of the increases as a guide in other disputes would be a matter for the parties as far as conciliation was concerned and, if arbitration was necessary, for the Commission however constituted.

*Gold and Metalliferous Mining Award.* Judgment was also delivered on 27th November, 1959,† in connection with the application for variation of margins in this award. The margin for the miner was increased from 30s. (\$3) to 42s. 6d. (\$4.25) a week from the beginning of the first full pay-period commencing in December, 1959. Marginal claims for other classifications were referred back to the appropriate Commissioner for consideration. Subsequently, the parties to the award agreed that margins for all other classifications should be increased in the same proportion as the margin for the miner (i.e. by 41.7 per cent.). The Commissioner varied the award accordingly.

\* *Commonwealth Arbitration Reports*, Vol. 59, p. 1272.

† 92 C.A.R., p. 814.



*Metal Trades Award, Part II. and Aircraft Industry Award, Part II.* On 11th December, 1959,\* the Commission delivered a judgment granting a 20 per cent. interim increase in margins to graduates and diplomates in engineering or science, payable as from the beginning of the first full pay-period commencing in December, 1959.

*Bank Officials' Award.* On 11th December, 1959,\* a 20 per cent. interim increase in margins was granted to officers in the 10th to 18th year of service inclusive and to accountants and managers, payable retrospectively as from 11th June, 1959. Interim increases were not awarded to more junior officers, nor to females. Subsequently, the parties to the Bank Officials' Award met before a Senior Commissioner and a consent award was made giving final marginal increases to adult males and adult females and making adjustments to junior rates of pay.

4. *Margins Case, 1963.*—Following the conclusion of the 1963 Basic Wage Case, two benches of the Commonwealth Conciliation and Arbitration Commission commenced, on 5th February, 1963, to hear applications by metal trades unions for increased margins and for three weeks annual leave (*see p. 158*). The two benches sat jointly for the convenience of the parties involved and were constituted as follows: margins case—Kirby C.J. (President), Moore and Ashburner J.J. and Commissioner Apsey; three weeks annual leave case—Kirby C.J. (President), Moore J. (Deputy President) and Commissioner Apsey. In their application, the claimant unions were supported by the Australian Workers Union, the High Council of Commonwealth Public Service Organizations, the Australian Council of Salaried and Professional Associations and certain affiliated organizations. The claim was opposed by the respondent employers who were supported in their opposition by the banks respondent to the Bank Officials Award, and by members of the Australian Wool Growers and Graziers Council.

The unions' claim on margins was that the Commission restore, on an assessed basic wage, the relativities within the Metal Trades Award established in 1947 by what is known as the second Mooney formula. Taking £15 7s. (\$30.70) as the assessed basic wage (calculated as the 1947 basic wage adjusted to price changes since 1947) and applying the percentage 48.6, which the fitter's margin was of the 1947 basic wage, the unions arrived at a new marginal rate of £7 9s. (\$14.90) for a fitter or an increase of £2 13s. (\$5.30) on the current margin. This claim of £7 9s. (\$14.90) was 2.86 times the 1947 fitter's margin, and hence the unions sought to have all 1947 margins multiplied by 2.86. This claim was opposed by the employers who asked that any consideration of marginal increases be deferred for an unspecified time.

The Commonwealth Government intervened in the public interest and made submissions as to the approach to be adopted to marginal fixation generally, and to marginal fixation in the metal trades industry, as well as supplying information to the Commission about the economic situation and the government's assessment of it. The Commonwealth Government neither opposed nor supported the claim. The State of South Australia neither opposed nor supported the claim for marginal increases but did oppose any change in present relativities. The State of Queensland neither opposed nor supported the application for increases in margins but submitted certain information regarding possible effects in Queensland. The Commission declined to allow submissions aimed at showing what might happen in State awards if State industrial tribunals followed their past practices with respect to the Commission's decisions.

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\* *Commonwealth Arbitration Reports*, Vol. 93, p. 63.

The unions' case in outline comprised firstly, a critical analysis of major decisions of the Court and of the Commission extending back to the "Harvester" decision of 1907; secondly, a demonstration from those decisions of the basic criteria used in the fixation of margins, in particular the market value of the work of the various classifications at the time of fixation and the inter-related consideration of economic capacity; thirdly, evidence to demonstrate what is the current market value; and, finally, material concerning economic capacity to pay the rates being claimed.

Referring to past decisions and the problem of marginal fixation the Commission stated that "the assessment of particular margins at particular times must be an act of judgment by the person or persons making the assessment in the light of current knowledge and practice both of which are themselves susceptible of change. . . . We hold the view that whatever may have been the practice in the past there is no reason why any margin should, after a period of time, necessarily be restored to any earlier relativity which it may have had with any earlier basic wage. . . . Margins are awarded for skill and other factors which are not included in the assessment of the basic wage. The value from time to time of skill and other factors relevant only to margins may change independently of changes in the basic wage. We are not prepared to assume that because in 1947 the fitter's margin represented 48.6 per centum of the basic wage that it should now represent the same percentage of the current basic wage".\* The Commission emphasised the need to have before it all information essential for a complete assessment of margins, some of which must relate to the work actually being done, and pointed out that margins in the Metal Trades Award cannot be properly assessed either absolutely or relatively until the Commission in one form or another has before it an application which will enable it to deal with all aspects of marginal fixation.

In the absence of any evidence or material on work value the Commission said they accepted the margins then current in the metal trades award as a starting point. Since last fixing margins in 1959 the Consumer Price Index had risen 6.05 per cent. and the Commission stated that they were prepared to assume that this showed a movement in purchasing power of money with sufficient accuracy to enable this to be taken into account in fixing margins, and believing that a compensating increase is within capacity they considered it would be inequitable not to award it. But as this would only restore margins to the real value of the 1959 margins, it was necessary to consider whether there was any ground for an increase in real margins. To do this, and in the absence of any material related to the work itself, the Commission said it could only consider the question of economic capacity in the metal trades and in industry generally.

The Commission repeated what had been said in the 1961 Basic Wage Case, namely, that productivity figures could be used only to demonstrate a trend and that productivity can only be approximately measured. The unions put forward the view that both past and future increases in productivity should be noted, whilst the employers said the proper approach was to ignore the past except to the extent to which it indicates the future and to adjust wages in a ratio slightly less than any expected future increase in productivity. The employers argued that if, over all, the level of wages increases at a faster rate than the increase in national productivity then there will be an increase in prices or a shift in income to the wages sector. The Commission made the following observations on this proposition—firstly, that increases in national productivity can only be imperfectly calculated and that such productivity figures as are now available can only be properly used to demonstrate a trend; secondly, that the case for marginal

\* *Commonwealth Arbitration Reports*, Vol. 102, pp. 140-141.

increase relates to the metal trades industry only; thirdly, that if current margins are inadequate, it should be a matter of equity to award margins which are adequate even if such increase raises wages by a percentage greater than the estimated immediate future increase in national productivity; and, finally, that it was an over-simplification to relate the movement in prices to general economic considerations only. The Commission then considered figures from 1949–50 of the movement in national productivity based on Gross National Product per person employed at 1952–53 prices and pointed out that since the 1959 assessment of margins to 1961–62, national productivity measured in this way had increased by 5.1 per cent.

On economic capacity the Commission came to the conclusion that after a period of slowing down, the economy had recovered some of its impetus and this recovery was likely to continue in the immediate future at a somewhat higher rate than that of the past year. After considering material related to the metal trades industry, namely, over-award payments, average hours of overtime and average weekly hours for adult males, and keeping in mind that employers did not suggest that the economic capacity of the metal trades industry was less than industry generally, or that increases in productivity in that industry had been or will be less than increases in national productivity, the Commission was prepared to assume in the unions' favour that by and large the economic capacity of the metal trades industry was certainly not less than and probably more than that of industry generally.

Summing up, the Commission said: "On our judgment of national economic capacity including productivity, the likely future trends in that capacity and the relationship between the capacity of the Metal Trades industry and national capacity we consider that we should as a matter of equity increase the real value of margins under this award. Having regard to this decision and the decreased purchasing power of money since the last assessment we consider that it would be fair to increase margins under this award by ten per centum. We have reached this conclusion in the knowledge that today employees under this award have been awarded an extra week's annual leave. We emphasise again that no information about work values has been placed before us which would enable us to make a more accurate and from our point of view a more satisfactory assessment."\*

The Commission then considered in detail the capacity of the economy as shown by the following economic indicators: Rural Industry, Balance of Payments, Competitive Position of Secondary Industries, Investment, Employment, Company Income, Money and Banking and Retail Trade, and General. Under Company Income the Commission dealt with a submission of the employers that because wages had gone up as a result of the 1961 Basic Wage decision in a period of comparatively low activity in the economy and because the price level had not risen as a result of that decision there had been a movement in income from the company sector to the wage sector. Any further increase in wages, the employers submitted, would be likely to cause a further drift in company income followed by a further dampening down of investment and a consequent deleterious effect on activity in the economy and a worsening of the economic position of wage earners. The Commission referred to figures of Gross National Product, Company Income, and Wages and Salaries, which indicated that movements in company income were not directly related to movements in wages and salaries, but stated, that the fact that company incomes had been lower in the past two years indicated the necessity for caution in awarding marginal increases.

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\* *Commonwealth Arbitration Reports*, Vol. 102, p. 146.

The Commission concluded its consideration of the indicators with these words "... our own investigation of the economy [is] that both from a long term point of view and also from a short term point of view the prospects for the economy may be reasonably regarded with optimism. On a consideration of the whole of the indicators, we conclude that national capacity has increased and that it is likely to continue to increase in the foreseeable future. In these circumstances we are confident that the economy is able to sustain the increase of ten per cent. in margins in this award which we consider is otherwise justified".

At the request of the parties the Commission took the unusual course of making a pronouncement early in the proceedings as to the extent to which the decision in the metal trades case should be used in other industries. The Commission reaffirmed what was said in the 1959 Basic Wage Judgment that the decision would relate to the Metal Trades Award only, although they realized that the margin of the fitter had been used as a standard for other awards. In the present case the Commission stated it was not intended that the decision should be applied automatically outside the metal trades. The use of any changes in margins granted by the Commission as a guide in other disputes would be a matter for the parties as far as conciliation was concerned and, if arbitration were necessary, for the Commission, however constituted.

The order of the Commission was that the margins for adult males in the Metal Trades Award be increased by ten per cent., the increase to be calculated to the nearest shilling (10c) and to operate from the beginning of the first pay-period to commence on and after 22nd April, 1963.

**National Wage Cases, 1965.**—A summary of the judgment of the Commonwealth Conciliation and Arbitration Commission in the above cases, in which marginal increases were granted, will be found in §5. Basic Wages in Australia (*see* page 129).

## § 7. Annual Leave.

**1. General.**—The judgment delivered by the Commonwealth Court of Conciliation and Arbitration in the Commercial Printing Case of 1936, granting one week's annual leave with full pay to employees in the industry, has usually been regarded as the first statement in the Commonwealth jurisdiction of the principles involved in deciding whether or not annual leave should be awarded. Over a period of time annual leave was introduced industry by industry when and if the Judge responsible for the industry considered it proper.

In 1945 the question of annual leave was before the Court\* and the Court in its judgment set out what it considered to be the principles to be applied in all applications for an extension of the annual leave period to fourteen days. Alteration of particular awards was left to the discretion of the single judge who heard the application.

Further inquiries into annual leave have been conducted and a summary of the most recent inquiries is given below.

Annual leave for employees under the jurisdiction of State awards, etc. is subject to separate determination and a brief summary is given in paras. 3. to 8, pages 159–161.

At present the majority of employees in Australia receive at least three weeks' annual leave.

\* *Commonwealth Arbitration Reports*, Vol. 55, p. 595.

2. **Commonwealth.**—Since 1960, three inquiries have been held following union claims to increase paid annual leave from two to three weeks in Commonwealth Awards. A report on these cases is given below.

(i) *Three Weeks' Annual Leave Inquiry, 1960.* Unions respondent to the Metal Trades Award applied to the Commonwealth Conciliation and Arbitration Commission on 18th July, 1960, to vary the Award to provide three weeks' paid annual leave instead of two weeks.

The application was opposed by employers, the State of Victoria and the Electricity Trust of South Australia. The State of Tasmania supported the application. The Commonwealth Government and the State of Queensland neither supported nor opposed the application, though the Commonwealth tendered statistical and economic information for the benefit of the Commission and the parties.

In its judgment of 14th December, 1960, the Commission summarized the submissions made by the unions and the employers, and stated that the two economic factors considered most important were the export-import position and the state of employment. The Commission stated that it had decided to reject the application, but emphasized that its decision was not intended to apply to a situation where, for special reasons related to a particular industry, it may consider an amount of annual leave greater than two weeks to be justified.

Part of the conclusion of the Commission stated:—"We accordingly dismiss this application because of the present economic situation. In doing so we would again repeat what we have said earlier in this judgment that we do not consider that employees under Federal Awards have yet achieved all the leisure which they should achieve. We have done no more than decide that the present is not an appropriate time in which to award an extra week's paid leave". \*

For further particulars see Labour Report No. 49, pages 139-142.

(ii) *Three Weeks' Annual Leave Inquiry, 1962.* On 10th April, 1962, the Commonwealth Conciliation and Arbitration Commission, constituted by Kirby C.J. (President), Moore J. (Deputy President) and D. G. Apey (Commissioner) commenced hearing an application by unions respondent to the Metal Trades Award for variation of the award to provide three weeks' paid annual leave instead of two weeks.

Although the application was made in respect of the Metal Trades Award only, the unions made it clear that they wished the claim to be regarded as a test case which, if granted, would involve the inclusion in federal awards generally of the basic standard of three weeks' annual leave. The application was opposed by employers, the State of Victoria and the Electricity Trust of South Australia. New South Wales and Tasmania supported the application. The Commonwealth Government and the State of Queensland neither supported nor opposed the application, although the Commonwealth intervened in the public interest and made submissions on the state of the economy, as well as providing economic and statistical information for the benefit of the Commission and the parties.

The hearing was concluded on 2nd May, 1962, and on 30th May the Commission made the following announcement:—

"We have given careful consideration to the submissions which have been made to us in this case. The applicant unions have asked that we consider the claim a general one, the result to be applied to Federal awards generally. This must result in greater caution on our part in deciding whether or not the application should succeed. Our present intention is that an increase to

\* *Commonwealth Arbitration Reports*, Vol. 96, p. 217.

three weeks' annual leave generally in secondary industry, subject to special cases, should be granted as soon as we are satisfied that the economy is in a position to cope with the effects of such an increase. However, there are two aspects of the economic arguments about which we are troubled and about which we consider it too early to make any firm decision. These are, firstly, whether our internal economy has sufficiently recovered from the recession of late 1961 and, if so, what is the likely rate of its recovery in the future and, secondly, the effect on Australia of success or failure of the application of the United Kingdom to enter the European Common Market. There have been developments in relation to the latter question since the hearing which both emphasize its importance and the lack of accurate information as to what is going to happen and the short and long term effect on Australia's economy.

"So that we may be able better to assess these matters we have decided to adjourn these proceedings until a date in February or March next which will be announced later when the parties and interveners will be able to make such further submissions on these two matters as they may desire."

A brief summary of the case is given in the following paragraphs.

The unions submitted that about half of the Australian work force was already entitled to three weeks' leave or more, and that the Commission was being asked to settle a genuine industrial dispute arising from the disparity between the leave granted to different sections of the work force. The unions referred to the judgment in the 1960 Annual Leave Inquiry, in which the Commission had stated that its decision to refuse the application had been influenced by the export-import position and the state of employment, and submitted that there had been sufficient improvement in these two factors to justify the granting of the application, particularly as the Commission had in the 1960 case conceded that two weeks should not be regarded as the ultimate in paid annual leave.

The unions submitted evidence to show that three weeks' annual leave, which had been granted by legislation in New South Wales in 1958, had not had any adverse effects on the economy of that State. They also submitted that, in the 17 years since 1945, when annual leave was extended to two weeks, the national economy had developed in a way which would permit the granting of an extra week's leave with much more safety than had been possible in 1945, at the end of the war.

The employers, in opposing the application, said that since the previous rejection of the unions' claim in 1960 Australia had undergone a major recession. No new arguments had been advanced by the unions in support of their claim and it should therefore again be rejected. They also submitted that even on the ground of social justice the claim should be rejected because Australian workers enjoyed shorter annual hours of work than those of any other country in the world. In addition, an examination of the relation of average weekly earnings to productivity showed that they had already received the fruits of all productivity increases.

The balance of payments situation, though improved, had been achieved only through drastic Government action and in fact looked satisfactory only in comparison with that of the previous year. As to employment, there was still a shortage of skilled labour, which would be aggravated by the granting of increased leave.

The employers submitted that the claim should not be treated as a test case, because it was being argued not only on general economic issues but also in relation to specific problems in the metal trades. No party to any other award should be inhibited in any way from arguing the particular circumstances of other industries.

(iii) *Three Weeks Annual Leave Inquiry*, 1963. On 5th February, 1963, the Commonwealth Conciliation and Arbitration Commission constituted by Kirby C.J. (President), Moore J. (Deputy President) and Commissioner Apsey, commenced hearing an application, which had been adjourned from May, 1962, (*see* (ii) above) to vary the Metal Trades Award, to provide three weeks' paid annual leave, instead of two.

The hearing was continued during March and April, 1963, jointly with the Metal Trades Margins case hearing (*see* pages 152-155), and in its judgment on 18th April, 1963, the Commission referred to the announcement it had made on 30th May, 1962, as to the Commission's intention to grant a period of three weeks' annual leave, when it was satisfied that the economy was in a position to cope with the effects of such an increase. "In our view the Australian economy has recovered sufficiently from the recession of 1961 and its likely rate of recovery in the future is such as to enable us to grant three weeks' annual leave. The second aspect of the economic arguments about which we were troubled has for the purposes of this decision been changed in a manner in which the problem has become no longer relevant. Therefore we see no reason why we should not implement our express intention of May last year to increase annual leave to three weeks generally in secondary industry, subject to special cases."

The Commission then announced that the Metal Trades Award would be varied to produce the following result: "A period of 21 consecutive days' leave shall be allowed to employees who have completed twelve months' continuous service by or after 30th November, 1963".

Provision for proportionate leave for periods of employment of one month and over was made in respect of employment after 1st June, 1963.

It was stated that the application of the new standard of annual leave for secondary industry in other Federal awards would be a matter for individual Commissioners upon proper application being made for variation.

In a decision given on 22nd October, 1963, the Commission, comprising Wright J. (Acting President), Moore J. (Deputy President) and Commissioner Winter, unanimously rejected an application by the Metal Trades Employers' Association and other employers' organizations firstly, for permission, at the employer's discretion, to require employees to take their annual leave in two periods of seven and fourteen days respectively; and secondly, that the time after accrual within which leave must be taken, should be extended to nine months when leave is taken in one period and twelve months when leave is taken in more than one period.

The main reason urged in support of the application was that employers needed greater flexibility in the conduct of their businesses, and reference was made to seasonal variations in the demand for certain goods and services, especially where December and January were peak months, the extent of overtime worked before and after any close down, the unavailability of alternative labour, the integration between tasks carried on by employers, and the time and method of taking annual leave by suppliers and customers.

Moore J. and Commissioner Winter in a joint statement contrasted the nature of the employers' claim with the paucity of information given by them in support. They considered that the issue to be decided is whether a production loss, claimed to be involved in the grant of three weeks, would be minimized by allowing employers to require leave to be taken in two periods and although evidence suggested inconvenience to employers and perhaps to customers, it did not show that failure to grant the employers claim would in any real sense

cause loss of production. However, the Commission considered that there might be individual cases where some relief would be desirable in the first Christmas period after the increase became effective and accordingly they favoured the insertion of a provision in the Metal Trades Award which would enable an employer "in order to maintain the efficient working of his undertaking or his service to the public, to seek from the Union or unions concerned an agreement to split annual leave of the employees in his establishment or part of it either by two close-downs or by rostering or by a combination of one close-down and rostering". In instances where agreement could not be reached, the employer would have the right to seek permission to split the leave from a Board of Reference.

The order was to operate for a period of six months as it might be desirable to reconsider the matter after the ensuing Christmas-New Year period when it would be possible to see how the new standard of annual leave had affected industry.

On the material before it the Commission was not prepared to alter the period in which leave must be taken but this might be reconsidered when the case resumed on a date to be fixed in May, 1964.

(iv) *Australian Territories.* Annual leave provisions for private employees covered by awards in the Northern Territory and the Australian Capital Territory are subject to the jurisdiction of the Commonwealth Conciliation and Arbitration Commission. (See paragraphs (i) to (iii) above).

3. **New South Wales.**—Employees in New South Wales in private industry, other than those covered by Federal awards, were granted three weeks annual leave by the Annual Holidays (Amendment) Act, 1958. In February, 1964, the State Government granted its employees four weeks annual leave effective from 1st January, 1964.

The Annual Holidays (Amendment) Act, 1964, assented to on 29th September, 1964, provided that annual holiday pay for employees covered by provisions of the Annual Holidays Act, 1944-1964 (see page 54), would be calculated on the basis of the employee's ordinary pay and not on current award rates. The amending Act defined ordinary pay as including bonuses, commissions etc., but as excluding shift work allowances, overtime or other penalty rates. The Act provided that a worker should receive notice of one month, instead of seven days, before proceeding on annual leave.

4. **Victoria.**—Following the decision of the Commonwealth Conciliation and Arbitration Commission in May, 1963, individual Wages Boards commenced to alter provisions of their determinations to grant employees an extra week's leave. By September, 1963, the majority of Boards had included three weeks annual leave in their determinations.

In December, 1963 the Industrial Appeals Court upheld an appeal by employees against the determination of the Photographic Goods Board which stated that an employer may direct the workers or group of workers to take their annual leave in two periods of two consecutive weeks and one week, respectively. The President of the Court pointed out that the Commonwealth Conciliation and Arbitration Commission contemplated that employers might need to plan properly and far enough in advance to enable the appropriate adjustments to the new standard of leave to be made. The Court considered that it had been demonstrated during the year that the employer would be able to make these adjustments without the kind of hardship which the Commonwealth Commission contemplated would warrant exemption from the obligation to give three consecutive weeks leave.



5. **Queensland.**—In June, 1963\*, the Full Bench of the Industrial Conciliation and Arbitration Commission granted an extra week's annual leave to employees with twelve months' continuous service on or after 30th November, 1963. This move implemented a previous decision of the Commission in which it was decided, as a matter of policy, to grant increased leave to persons already enjoying two weeks leave.

The decision applied to day workers and non-continuous shift workers receiving two weeks leave; continuous shift workers receiving three weeks leave; and day workers and shift workers receiving additional leave in lieu of extra payment for working on statutory holidays. The order became effective as from 1st June, 1963.

It was decided that the terms of the decision of the Commonwealth Conciliation and Arbitration Commission, as handed down in April, 1963, (see page 158) were to apply to awards of the Industrial Conciliation and Arbitration Commission of Queensland with the exception that, in the State awards, *pro rata* payment for leave not taken at the termination of employment was to be expressed at hours per month. The Commission added that those industries or employers who felt that the condition of an industry warranted exemption or exclusion from such additional leave, should make an application showing justification for the exemption or exclusion as the onus rested upon that industry or employer to do so.

The decision did not apply to employees in primary industry—apart from the sugar industry—or those in western areas but by the end of March, 1964, three weeks leave had been granted to these employees.

6. **South Australia.**—The Full Bench of the South Australian Industrial Court in May, 1963 announced an increased standard of annual leave in the State, adopting the standard fixed by the Commonwealth Conciliation and Arbitration Commission (see page 158).

The Court pointed out that it had embraced three weeks as the general standard for annual leave for the time being. There would not be any automatic extension as the court would decide the application for each industry as it arose to ensure that comparable industrial justice would be applied to the various groups of employees in the State. The Court felt that the Commonwealth Commission's forecast regarding the future of the economy was not based entirely upon established facts but partly on a predicted economic trend for the near future. If that trend is not maintained the Court would, if application were made, be prepared in a proper case to review the new standard of annual leave.

The Court, as a general indication as to its attitude, expressed the view that annual leave should be taken at a time fixed either by agreement or, if this is not possible, at a time fixed by the employer. The leave should be allowed in two parts and one part must be of at least two weeks duration. These however were factors which could vary from award to award and their determination would depend on the needs of the particular industry.

7. **Western Australia.**—Following a general inquiry concerning Annual Leave and Public Holidays, the Court of Arbitration in June, 1963†, adopted three weeks as the new standard for the normal period of annual leave in State awards, with four weeks for seven-day shift workers. The date of operation was the same as that decided by the Commonwealth Conciliation and Arbitration Commission (see page 158).

\* *Queensland Government Industrial Gazette*, Vol. 53, p. 473.

† *Western Australian Industrial Gazette*, Vol. 43, p. 392.

Existing awards and agreements which already provided annual leave in excess of the Court's standard were to be examined separately to ascertain whether special circumstances existed to justify leave greater than the normal standard.

The President of the Court in the reasons for his decision said that he was not convinced that the economic capacity of the State, and its economic capacity for the future, was less than that of the country as a whole.

In the inquiry the Government sought a reduction in the number of public holidays and a review of other conditions where these were more favourable than the Court's standard. Private employers opposed any increase in annual leave but, alternatively, submitted that, if there was to be an increase, then the new standard should be two weeks and four days per annum or the number of public holidays in each year should be reduced by one. Both these submissions were rejected and the standard number of public holidays was retained at ten with the provision that where an award provided for more than ten public holidays a year, that award, unless the union consented to a reduction to ten, would be excluded from the above order amending the annual leave provisions until it was established that special circumstances justified the continuance of the greater number of holidays.

In November, 1963,\* the Court refused an application by employers for the right to split the annual leave into two parts since it decided to follow the decision of most other State tribunals and allow the additional leave in conformity with conditions similar to those prescribed by the Commonwealth Conciliation and Arbitration Commission. The right to split the leave would only be allowed by the Court in exceptional circumstances, unless all the parties concerned agreed to the inclusion of such a provision.

8. *Tasmania*.—Following an amendment to the Wages Board Act in 1961, Wages Boards were permitted to grant employees up to three weeks paid recreational leave. In June, 1962, the determination of the Ironmongers' Wages Board provided that the entitlement to annual leave, on and from 1st January, 1963, where the year of employment ended after 31st December, 1962, would be fourteen consecutive days, together with a period during working hours equal to 3½ hours for each completed month of employment after 31st December, 1962. Employees whose year of employment commenced after 31st December, 1963, would be eligible for three weeks annual leave. Subsequently, other Wages Boards amended their determinations to provide for three weeks annual leave.

Generally, most Wages Boards adopted provisions to enable leave to be taken in one consecutive period within six months from the end of the preceding year of employment or, if the employer and employee agree, in two separate periods, the lesser of which shall be of not less than seven consecutive days.

## § 8. Long Service Leave.

1. *General*.—Paid long service leave, i.e., leave granted to workers who remain with the one employer over an extended period of time, has been included in the provisions of State industrial legislation and in Commonwealth and State awards, etc. In most cases thirteen weeks leave after fifteen years continuous service has been provided. A brief summary is given in the following paragraphs. The transfer of ownership of a business does not constitute a break in continuity of service with the same employer.

\* *Western Australian Industrial Gazette*, Vol. 43, p. 1459.

2. **Commonwealth.**—(i) *General.*—Until May, 1964, the Commonwealth Conciliation and Arbitration Commission had not included provision for long service leave in its awards and had refrained from determining disputes relating to this subject except in the case of the Northern Territory and the Australian Capital Territory (*see* page 165). Consequently until then, the provisions of the various State Acts relating to long service leave applied to workers covered by awards of the Commonwealth. The applicability of long service leave provisions under State law to workers under Commonwealth awards had been tested before the High Court and the Privy Council and such provisions had been held to be valid.

The Commission's position was set out in its decision, issued on 16th September, 1959\*, regarding disputes on the inclusion, in the Graphic Arts (Interim) Award, 1957, of provisions for long service leave. It stated that it should refrain, until further order, from determining the disputes so far as they concerned long service leave and that if, in future, the Commission decided that long service leave on a national basis was desirable, it was open to proceed to the making of an award on the matter.

Following notifications in February and March, 1963, by employers in the graphic arts and metal trades industries of disputes regarding long service leave for employees in these industries, the Commission commenced to hear the matters on 4th April, 1963. The trade unions submitted that nothing had happened to reverse the Commission's decision of 16th September, 1959, hence no award should be made. The employers stated that the present application arose because the substantial uniformity of long service leave entitlements under the various State Acts, which existed at the time of the Commission's 1959 decision, no longer prevailed because of the amending New South Wales legislation granting thirteen weeks' leave after fifteen years' service. In a majority decision handed down on 6th June, 1963, the Commission (Moore and Sweeney *JJ.*, Gallagher *J.* dissenting) rejected the unions' submission that it should refrain from making provisions for long service leave in its awards and decided that the matters should proceed to hearing.

The two cases were listed and called together on 29th August, 1963, before the Commission as constituted by Wright *J.* (Acting President), Moore and Sweeney *JJ.* (Deputy Presidents). The unions asked for an adjournment to enable application to be made to the Acting President "for an assembly of a Presidential Session of the Commission including, if possible, all the presidential members". In the alternative, the unions asked for an adjournment to enable an application to be made to the High Court for a writ of mandamus to require the Acting President to hear the application. Both appeals were rejected and the Commission decided that the hearing of the two cases should proceed.

The applicant employers completed submissions for an award prescribing leave on the basis of a "national code" which provided thirteen weeks' leave after completion of twenty years' service with the one employer, and six and a half weeks on completion of each succeeding ten years' service thereafter.

The New South Wales Government intervened and submitted that the Commission should do nothing which would reverse the standard of long service leave in that State nor make itself a barrier to the operation, on a State wide basis, of State legislation. It was stated that should the Commission make an award embodying a lower standard than that in New South Wales and extend it to that State, there would, in consequence, be considerable industrial unrest.

\* *Commonwealth Arbitration Reports*, Vol. 92, pp. 566-571.

The New South Wales Government asked for exemption of workers in the State from any award of long service leave that the Commission may make or, failing this, the adoption of the New South Wales standard.

The Tasmanian Government also intervened and stated that any award made should be in terms such as would direct compliance with provisions operating from time to time under State law in the several States and/or long service leave provisions operating under Tasmanian law should apply, or in the event of making an award in any other terms, Tasmania should be exempted.

The trade unions sought, by an action in the High Court, to prohibit the Commission from proceeding to a settlement of the disputes in the two industries but they were unsuccessful.

Matters relating to long service leave in respect to other Commonwealth awards were stood over pending the completion of the hearing of the graphic arts and metal trades cases.

On 11th May, 1964,\* the Full Bench of the Commonwealth Conciliation and Arbitration Commission announced its decision and the main points are set out below.

Long service leave entitlement would be calculated on the basis of thirteen weeks for twenty years of unbroken employment, in respect of employment before 11th May, 1964 (or in New South Wales, 1st April, 1963), and at the rate of thirteen weeks for fifteen years in respect of service after 11th May, 1964 (or in New South Wales, 1st April, 1963). After further periods of ten years employees would be entitled to an additional pro-rata period of leave calculated on the same basis. Those employees who completed an unbroken contract of employment of ten years but less than fifteen years and whose employment was terminated by death, or by the employer for any cause other than serious and wilful misconduct, or by the employee on account of illness, incapacity or domestic or other pressing necessity, would be entitled to pro-rata payment.

Exemptions obtained by employers under State legislation, except in South Australia, would continue, pending further order of the Commission. Any long service leave allowed, or payment in lieu thereof made, before 11th May, 1964, under a State law or long service leave scheme would be taken into account for the purpose of these awards.

The rate of payment while on leave would be the current award rates applicable at the date on which the employee commenced leave. This rate, however, would be subject to basic wage changes and marginal adjustments which occurred during the leave period. The position of piece-workers and part-time and casual workers was reserved for further consideration.

The leave is to be taken after twenty-eight days' notice by the employer in one continuous period, or, if the employer and the employee agree, in not more than three separate periods for the first thirteen weeks' entitlement and in not more than two separate periods for any subsequent entitlement. Employees on long service leave were not to engage in any employment for hire or reward with other employers respondent to the awards, and employers under the awards were not to employ any such employees who are known to be on leave.

Contracts of employment cannot be terminated by the employer either to avoid leave obligations imposed by the awards or through a slackness of trade if the employee is re-employed within six months, or for any other reason if the worker is re-employed within two months. Interruption or termination of

employment arising directly or indirectly from an industrial dispute would be deemed as not breaking continuity of employment, provided the employee returned to work in accordance with the settlement terms of the dispute but the period of absence from duty would not count for long service leave purposes. Apprentices who entered into a contract of employment within a period of twelve months after the completion of an apprenticeship with the employer may include the period of apprenticeship in their entitlement to long service leave from that employer. Service with the Commonwealth armed forces or the Civil Construction Corps established under the *National Security Act 1939-1946* would be counted as employment with the employer by whom the employee was last employed prior to service with either of these forces.

In its judgment the Commission made the following observations: "In approaching the problem of deciding the form of long service leave in these awards we have carefully considered the provisions of the existing State Acts, and in South Australia the terms of the agreement. However our responsibility is not to be discharged by adopting the standards of a particular State Act, but rather by seeking to formulate long service leave provisions for these two industries which will, in our judgment, do justice between employer and employee".\*

"It seems to us the decision as to the number of qualifying years must ultimately be an act of judgment, made without the benefit of any earlier arbitral precedent, and in a field where the existing standards are based on legislation or upon industrial agreements. In all the circumstances we consider that we should prescribe a period of 15 years as a sufficient period to require an employee to work for one employer in order to qualify".†

On the 23rd November, 1964, several unions applied to the Commonwealth Conciliation and Arbitration Commission for cancellation of the long service leave provisions of the Graphic Arts and Metal Trades awards. On 3rd December, 1964‡, the Full Bench of the Commission dismissed the unions' application.

In December, 1964, several employer organizations in the graphic arts and metal trade industries applied for orders varying the provisions of the long service leave awards in these industries to make them applicable to all their employees whether or not they were members of those trade unions respondent to the awards. The applications were opposed by the unions on the ground that the Commission had no jurisdiction to make such an order for non-unionists. In its judgment of 23rd December, 1964, the Commission unanimously agreed that these awards should be varied to extend long service leave to all employees.

On 23rd December, 1964, the Commission also announced other variations in the long service leave provisions of the Metal Trades and Graphic Arts awards. An employer would not be required to grant an employee long service leave until the amount of leave to which he was entitled equalled thirteen weeks in respect of the first period of entitlement and eight and two-thirds weeks in respect of any subsequent period of entitlement. The term "thirteen weeks" was substituted for the words "three months" in accordance with the Commission's decision of May, 1964. These variations came into effect on and from 1st December, 1964.

On 24th November, 1964, the Commission also awarded long service leave to employees in other industries. These awards operated from 1st December, 1964 and were similar in scope to those mentioned above.

\* Print No. A9584, p. 18.

† Ibid., p. 22.

‡ Print No. B236.

(ii) *Australian Territories*.—Long service leave codes for employees covered by Northern Territory and the Australian Capital Territory awards were originally prescribed on 4th December, 1961, by the Commonwealth Conciliation and Arbitration Commission in Presidential Session. The Commission decided that employees should be granted three months' long service leave after twenty years' service with one employer, even if part of this service was outside the Territory. In addition, the Australian Capital Territory code prescribed that employees presently employed might "go back for a period of 25 years in regard to the calculation of their present or future entitlement of long service leave".\* In December, 1964, the Commission amended the majority of awards covering employees in the Northern Territory and the Australian Capital Territory by granting long service leave on the basis of thirteen weeks after fifteen years' service. In August, 1965, a number of those awards were made a common rule in these Territories.

(iii) *Stevedoring Industry*.—The *Stevedoring Industry Act* 1962, which came into force on 19th November, 1962, amended the *Stevedoring Industry Act* 1956–1961 (see Labour Report No. 49, page 145) by extending the eligibility and qualifying periods of the long service leave provisions of the Act. No changes were made to the entitlement for long service leave which remained at thirteen weeks after twenty years qualifying service and six and a half weeks for each subsequent ten years qualifying service.

3. *New South Wales*.—Long service leave was first introduced for the majority of workers by the Industrial Arbitration (Amendment) Act, 1951, which provided such leave for workers under State awards. This Act was replaced by the Long Service Leave Act, 1955, which extended the benefits to any worker within the State. Leave provided for was three months for twenty years continuous service with the same employer.

In 1963 the Long Service Leave Act 1955 was amended by the Long Service Leave (Amendment) Act, 1963, which took effect from 1st April, 1963. The provisions of the Act apply to workers in the whole State with the exception of those employed in the Public Service or in certain Government undertakings as these were already receiving long service leave benefits either on more favourable terms or under another Act.

Under the amended Act the term "ordinary time rate of pay" (i.e. the rate of pay at which employees were to be paid for their long service leave) was defined to exclude payments for shift work, overtime and other penalty rates. In cases where, during the period of twelve months immediately preceding the date on which the worker entered or was deemed to have entered upon long service leave, or the date of his death (as the case may be), the worker would receive any amounts due from bonus, incentive or other similar schemes, had such amounts been paid in equal weekly payments throughout that period of twelve months.

The Act amended the qualifying period for long service leave from twenty to fifteen years. It also provided that those employees who have completed—(1) at least ten years but less than fifteen years' service and whose services are terminated for any reason; or (2) a minimum of five years' service as an adult and whose services are terminated by the employer for any reason, or by the employee through illness, incapacity, or domestic or other pressing necessity, or by death of the employee, are eligible for payment for long service leave on the *pro rata* basis of three months for fifteen years' service. The term "service as an adult" is defined as meaning service with an employer during which the employee received a rate of pay either—(a) not less than the lowest rates fixed

\* Commonwealth Arbitration Reports, Vol. 98, p. 705.

under an award or industrial agreement for an adult male or adult female in the same trade, classification or calling as the worker; or (b) a rate of pay not less than the rate prescribed by the award for a journeyman in the same trade, classification or calling; or (c) if no award or calling covers the occupation, then the period of service with the employer on and from the age of twenty-one years.

For workers whose service with an employer began before this amending Act and who were entitled to long service leave, the amount of such leave was to be the sum of the amounts calculated on the old (1955 Act) and the new (1963 Act) bases according to periods of service before and as from the commencement of the 1963 Act.

Workers on completing their apprenticeship with an employer, were now allowed twelve months, instead of six, to enter into a contract of employment with the employer and the period of apprenticeship is to be included for the purpose of determining period of service with that employer.

Previously, employers had been granted exemptions by the Industrial Commission of New South Wales from the long service leave provisions of the 1955 Act on the understanding that they grant workers benefits in the nature of long service leave under a scheme which would not place workers in a less favourable position than that specified in the Act. As from 1st April, 1964, no such exemptions would be granted unless long service leave is provided in the scheme. To enable the review of exemptions under the former Act the Industrial Commission, either on its own motion or that of an industrial union of employers or employees, or an employer concerned, would review the terms of any exemptions previously granted and if the benefits under the scheme, the subject of the exemption, were not as favourable as those specified in the amending legislation, or if it was no longer in the best interests of the workers concerned that the exemption should continue, then the Commission may—(i) vary either the terms of the exemption or any conditions necessary for the granting of the exemption; or (ii) revoke the exemption.

The Long Service Leave (Metalliferous Mining Industry) Act, 1963 was assented to on 13th December, 1963, and came into operation on 1st January, 1964. The object of the Act was to confer on certain workers in the metalliferous mining industry the right to three months' long service leave after ten years' service. The Act stated that a worker covered by its provisions would not be eligible to entitlements under the Long Service Leave Act, 1955–1963.

Workers' entitlement to long service leave under the Act would be on the basis of three months for twenty years for service prior to the commencement of the Act and three months for ten years for service thereafter. The remaining provisions of the Act substantially followed provisions of the Long Service Leave Act, 1955–1963.

4. *Victoria.*—The *Factories and Shops (Long Service Leave) Act* 1953 first provided for long service leave for workers in Victoria, the provisions of this Act being subsequently incorporated in the Labour and Industry Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Labour and Industry (Long Service Leave) Act* 1964, assented to on 15th December, 1964, amended the provisions of the *Labour and Industry Act* 1958, as amended (to 1963) by providing long service leave on the basis of thirteen weeks after fifteen years continuous service. The Act became effective from 1st January, 1965.

On the completion of fifteen years of continuous service (previously twenty) an employee is entitled to thirteen weeks long service leave on ordinary pay. Further periods of five years service give the employee four and a third weeks leave (previously three and a quarter weeks). Employees who have completed more than fifteen years continuous service and where employment is terminated for any reason (other than by death), are entitled to leave equal to one-sixtieth of the period of continuous employment (previously one-eighthieth). Payment in lieu of long service leave on the death of an employee is made to his personal representative. Termination of employment for the following reasons means an entitlement to leave equal to one-sixtieth of the period of continuous employment for employees who have completed at least ten years' continuous service—firstly, by the employer on grounds other than serious and wilful misconduct, and, secondly by the employee on account of illness, incapacity, or domestic or any other pressing necessity, where the illness, incapacity or necessity is of such a nature as to justify the termination of employment.

Periods of employment before 1st January, 1965, are counted at only three-quarters of their face value in calculating years for entitlement.

Prior to the Amending Act leave could be taken in one period or, by agreement between the employer and the employee, in two periods. The amending legislation provided that the first period of leave may, by agreement, be taken in two or three separate periods and any subsequent leave in two separate periods.

Following amendment to the Public Service Act in May, 1964, Public Servants became entitled to four and a half months long service leave after fifteen years service (instead of six months after twenty years).

5. **Queensland.**—In 1952 the Industrial Conciliation and Arbitration Act was amended to include long service leave provisions for employees within the jurisdiction of the Industrial Court, and the Act was amended again in 1955 to extend these provisions to any employee in respect of whose employment there was not in force an award or industrial agreement under the Act and to seasonal workers in sugar mills and meat works. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Payment for leave was prescribed as the rate of pay received at the time of leave.

"*The Industrial Conciliation and Arbitration Acts Amendment Act of 1964*", (see page 55) amended the long service leave provisions of "*The Industrial Conciliation and Arbitration Acts, 1961 to 1963*". Under the amended provisions, which operated on and from 11th May, 1964, employees are entitled to thirteen weeks leave after fifteen years continuous service. Employees who completed at least ten years service and whose services were terminated either by the employee or the employer, for any cause other than serious misconduct, are entitled to leave on a *pro rata* basis. Subsequent periods of leave, after the first period of thirteen weeks, became due on the completion of further periods of fifteen years service. An employee who, after completing fifteen years service, continues serving a further five years and whose employment is terminated, either by himself or by an employer, for any cause other than serious misconduct, is eligible for a further amount of leave on a proportionate basis.



6. **South Australia.**—The Long Service Leave Act, passed in 1957, exempts a large number of industrial agreements with wide industrial coverage from specifying long service leave for employees. For those covered by the Act, leave provided for is seven days in the eighth and in each subsequent year of continuous service. Contributions by employers to retirement schemes can be taken into consideration in dealing with exemptions under the Act.

On 9th September, 1964, the Industrial Court made an interim award, the Shop Assistants (Long Service Leave) Award, on the application of employers, to cover long service leave for shop assistants. This followed the cancellation of the existing Agreement by the Shop Assistants' union. This award contained the same provisions as the cancelled agreement—thirteen weeks leave after twenty years service, and, although it was due to expire on 9th November, 1964, the Court, on 22nd October, extended its period of operation to 19th February, 1965, pending a new industrial agreement.

The Shop Assistants' and Warehouse Employees' (Long Service Leave) Agreement, between the Shop Assistants' and Warehouse Employees' Union and the Retail Traders' Association of South Australia was registered on 24th December, 1964. It provided for thirteen weeks long service leave on the completion of fifteen years service, with eight and two-thirds weeks after each subsequent period of ten years service. On the termination of their employment, or on their death, employees who have completed fifteen years service receive proportionate payment for any service in excess of fifteen years, on the basis of thirteen weeks for fifteen years. On the termination of their employment after ten years service for any cause except serious misconduct or on their death, employees receive pro-rata long service leave payment on the basis of thirteen weeks for fifteen years service.

The Agreement stipulated that for service before 11th May, 1964, long service leave was to be calculated on the basis of thirteen weeks leave after twenty years service. For service after 11th May, 1964, long service leave was to be calculated on the basis of thirteen weeks leave after fifteen years service. Payment for employees on long service leave was to be at the current award rates, excluding bonuses, overtime, allowances, etc.

7. **Western Australia.**—The Long Service Leave Act was passed in 1958, but it did not apply to employees whose conditions of work were regulated under the Western Australian Industrial Arbitration Act. The Court of Arbitration of Western Australia, in an order dated 1st April, 1958,\* incorporated, in most of the awards and agreements within its jurisdiction, provisions similar to those in the Long Service Leave Act. Leave provided for was thirteen weeks for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

A general inquiry into long service leave, public holidays, annual leave and hours was held by the Court in 1961. In its judgment, delivered on 5th May, 1961,† the Court rejected the major claims by the parties relating to long service leave. However, it deleted a sub-clause of the 1958 Order which entitled an employer to offset any payment in respect of long service leave under the Order against any payment by him to any long service leave scheme, superannuation scheme, pension scheme, retiring allowance scheme, provident fund or the like or under any combination thereof operative at 1st April, 1958.

\* *Western Australian Industrial Gazette*, Vol. 38, p. 261.

† 41 *W.A.I.G.*, p. 355.

On 23rd September, 1964, the Western Australian Industrial Commission in Court Session, by agreement, varied the Printing (Newspapers) Award to provide thirteen weeks long service leave after fifteen years, with eight and two-thirds weeks after further periods of ten years service. The order became effective from the 1st October, 1964. Employees who have completed at least ten years service are entitled to pro-rata leave if their employment was terminated either by—(i) death; (ii) the employer for any reason other than serious misconduct; or (iii) the worker on account of sickness, injury, or domestic or other pressing necessity. Workers whose service commenced before 1st October, 1964, are entitled to leave calculated on the basis of thirteen weeks after twenty years for service before 1st October, 1964, and, for service commencing on or after 1st October, 1964, on the basis of thirteen weeks after fifteen years service. Payment for the period of leave is the ordinary rate applicable to the worker as prescribed by the award. In the case of casual and part-time workers, payment is the ordinary time rate for the number of hours usually worked up to, but not exceeding, the prescribed standard. The rate of pay does not include shift premiums, overtime, bonuses, or piece or bonus work, or any system of payment by results. The worker is to receive at least one month's notice of the date from which the leave is to be taken. Workers must not, while on leave, engage in any employment for hire or reward or they will lose their entitlement to payment for leave.

A Special Board of Reference was constituted to hear and determine any disputes or matters arising under the award. On 29th September, the Commission amended the long service leave provisions of the majority of awards and agreements to incorporate the above provisions.

Long service leave on the same terms as the above provisions was incorporated in the *Long Service Leave Amendment Act (No. 2)*, 1964, assented to on 12th November, 1964. Exemption from the provisions of the Act previously granted to employers may, from time to time, be added to, varied or revoked by a Board of Reference in order to ensure that the long service leave scheme remains more favourable than the benefits prescribed under the legislation. The provisions of the Act, granting employers the right to offset any payment in respect of long service leave by contributing to any scheme for long service, superannuation, pension, retiring allowance or provident fund, were repealed. Appeals against determinations of a Board of Reference would be heard by the Western Australian Industrial Commission in Court Session.

8. *Tasmania*.—The *Long Service Leave Act 1956* provided for thirteen weeks leave for twenty years continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act.

The *Long Service Leave Act 1964*, assented to on 17th December, 1964, provided long service leave of thirteen weeks in respect of the first fifteen years continuous employment and eight and two-thirds weeks for every additional ten years continuous employment. On termination of employment a further *pre rata* period of leave is granted, calculated from the date of the last accrual of entitlement. Employees who have completed at least ten years service and whose services are terminated either by the employer for any reason other than serious and wilful misconduct or by the employee on account of illness, incapacity, or domestic or other pressing necessity, are eligible for leave on a proportionate basis. Periods of service before 17th December, 1964 are calculated on the old basis (i.e. thirteen weeks after twenty years' service).

Employees on leave are paid the rate received at the commencement of the long service leave, adjusted for any variations in the rate of pay which occur while the employee is on leave.

The amending legislation provided that exemptions from the Act would not be granted unless the scheme provided for the granting of long service leave. Exemptions already granted could be cancelled or amended by the Chief Inspector.

### § 9. Child Endowment in Australia.

In June, 1927, the Commonwealth Government called a conference of State Premiers to consider a national scheme of child endowment. After discussion, the matter was referred to a Royal Commission appointed by the Commonwealth Government.

The Commission submitted its report in December, 1928. The findings and recommendations were given in Labour Report No. 19.

At a conference of Commonwealth and State Ministers held in May, 1929, the Prime Minister stated that the Commonwealth Government was not prepared to adopt a scheme financed entirely from the proceeds of taxation. It agreed with the majority of the Commission that child endowment could not be separated from the control of the basic wage—a power which the Commonwealth did not possess and which the States were not prepared to relinquish. The Government, therefore, did not propose to establish any system of child endowment.

It was generally agreed that any scheme which would increase the charges upon industry would be unwise at that particular time. The matter of child endowment was accordingly left to be dealt with by the State Governments.

In 1941, the Commonwealth Government introduced a scheme of child endowment throughout Australia. Appropriate steps were then taken for the termination of existing schemes operating in New South Wales and the Commonwealth Public Service. The New South Wales system of child endowment operated from July, 1927, to July, 1941, and the Commonwealth Public Service system from November, 1920, until July, 1941. Details of these Schemes appeared in earlier issues of the Labour Report (*see* No. 36, page 103).

From 1st July, 1941, when the Commonwealth Child Endowment scheme was introduced, the rate of endowment for children under 16 years of age was 5s. (50c) a week for each child in excess of one in a family and for each child in an approved institution. The rate was increased to 7s. 6d. (75c) a week from 26th June, 1945, and to 10s. (\$1) a week from 9th November, 1948. Endowment for the first child under 16 years in a family was first provided for by an amendment of the legislation in June, 1950. Endowment for full-time student children and increased rates for third and subsequent children were introduced in January, 1964. At present the main features of the scheme are as follows:—

Any person who is a resident of Australia and has the custody, care and control of one or more children under the age of 16 years or of student children over 16 years but under 21 years, who are not in employment or engaged in work on their own account, or an approved institution of which children are inmates, is qualified to receive an endowment in respect of each child. There are provisions to meet cases of families divided because of divorce, separation, unemployment or death of a parent. In such cases payment may be made to the father, mother or another person. There is no means test.

Since January, 1964, the rates are:

- (a) first or only child under 16 years in a family, 5s. (50c) a week;
- (b) second child under 16 years in a family, 10s. (\$1) a week:

- (c) third or subsequent children under 16 years in a family, children in an approved institution, full-time student children between 16 and 21 years, 15s. (\$1.50) a week.

There is a twelve months residential requirement for claimants and children who were not born in Australia, but this is waived if the Department of Social Services is satisfied that the claimant and the child are likely to remain permanently in Australia.

Under certain conditions endowment may be paid to Australians who are temporarily absent overseas. Endowment is payable to Aborigines unless they are nomadic or primitive.

Endowment is paid for the children of members of the naval, military or air forces of the United Kingdom who are serving with the Australian Forces from the time of arrival of the children in Australia.

A summary of the operations of this scheme during each of the years 1959-60 to 1963-64 is given below.

## CHILD ENDOWMENT: AUSTRALIA.

Particulars.	At 30th June—				
	1960.	1961.	1962.	1963.	1964.
Children under 16 years—					
Endowed Families—					
No. of Claims .. ..	1,476,835	1,501,180	1,523,074	1,535,388	1,555,630
No. of Children .. ..	3,228,657	3,313,225	3,395,449	3,432,166	3,484,008
Approved Institutions—					
No. of Institutions .. ..	443	465	479	497	502
No. of Children .. ..	23,756	27,077	24,685	25,454	26,107
Student Children(a)—					
Endowed Families—					
No. of Claims .. ..	..	..	..	..	113,062
No. of Children .. ..	..	..	..	..	120,697
Approved Institutions—					
No. of Institutions .. ..	..	..	..	..	53
No. of Children .. ..	..	..	..	..	235
Total Endowed Children ..	3,252,413	3,340,302	3,420,134	3,457,620	3,631,047
Amount paid to Endowees and Institutions(b)—					
Children under 16 years \$'000	125,064	(c)148,605	132,755	135,421	d164,899
Student Children .. \$'000	..	..	..	..	3,860
Annual liability—					
Children under 16 years \$'000	130,728	134,665	138,247	139,876	166,333
Student Children .. \$'000	..	..	..	..	9,433
Average Annual Rate of Endowment per Endowed Family—					
Children under 16 years \$	87.68	88.77	89.93	90.24	105.61
Student Children .. \$	..	..	..	..	83.27
Average Number of Endowed Children per Endowed Family—					
Children under 16 years ..	2.186	2.207	2.229	2.235	2.240
Student Children .. ..	..	..	..	..	1.068
Number of Endowed Children in each 10,000 of Population—					
Children under 16 years ..	3,165	3,178	3,195	3,167	3,152
Student Children .. ..	..	..	..	..	109

(a) The Commonwealth commenced to pay endowment for student children, aged 16 to 21 years, from 14th January, 1964. (b) Year ended 30th June. (c) In 1960-61 it was necessary to bring to account nearly £10,000,000 (\$20,000,000) involved for endowment payable on 4th July, 1961, to the credit of bank accounts and by cash at post offices. (d) Expenditure for this year includes five twelve-weekly payments instead of the usual four twelve-weekly payments for endowments paid to the credit of bank accounts.

## CHAPTER IV.—EMPLOYMENT AND UNEMPLOYMENT.

NOTE.—Further detail on subjects dealt with in this chapter is contained in other publications of this Bureau. For subjects relating to population censuses reference should be made to the series of mimeographed and printed publications issued by the Bureau. Detailed information on employment and unemployment and the work force survey is contained in the monthly mimeographed bulletin, *Employment and Unemployment*. Current information is also available in the *Monthly Review of Business Statistics*, the *Digest of Current Economic Statistics*, and the *Quarterly Summary of Australian Statistics*, and preliminary estimates of civilian employment are issued in a monthly statement *Wage and Salary Earners in Civilian Employment*.

### THE WORK FORCE.

#### § 1. General.

The work force comprises two categories of persons: those who are employed and those who are unemployed. In the first category are included employers, self-employed persons, wage and salary earners, and unpaid helpers. Comprehensive details for each State and Territory and for Australia as a whole in respect of persons in the work force, classified according to characteristics such as age, sex, conjugal condition, industry, occupational status and occupation, are obtained only at a general census of population. Quarterly estimates of the civilian work force are derived from the results of surveys of a sample of households selected by area sampling methods. Estimates are at present available only for the six State capital cities combined. A summary of the information about the work force that was obtained at the population census of June, 1961, and earlier censuses is given in section 2 below. Estimates derived from the quarterly work force surveys appear in section 3, pages 188–191.

#### § 2. Population Censuses.\*

1. **Occupational Status.**—(i) *General.* The occupational status of persons classified as in the work force at population census dates covers two broad groups: those at work and those not at work. The first group comprises employers, self-employed persons, employees (on wage or salary) and unpaid helpers. The category “not at work” includes those who stated that they were usually engaged in work, but were not actively seeking a job at the time of the census by reason of sickness, accident, etc., or because they were on strike, changing jobs, or temporarily laid off, etc. It includes also persons able and willing to work but unable to secure employment, as well as casual and seasonal workers not actually in a job at the time of the census. The numbers shown as “not at work” in the following three tables, therefore, do not represent the number of unemployed available for work and unable to obtain it.

(ii) *Australia, 30th June, 1954 and 1961.* The following table shows the occupational status of the population at the census of 30th June, 1961, as compared with that at the 1954 census.

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\* Particulars of full-blood Aborigines are not included in the tables in this section.

At the 1961 census 79.3 per cent. of persons in the work force were wage and salary earners classified as "at work"; 9.8 per cent. were self-employed; 6.3 per cent. were employers; and 4.1 per cent. were "not at work". Persons in the work force constituted 40.2 per cent. of the population, compared with 41.2 per cent. in 1954.

## OCCUPATIONAL STATUS OF THE POPULATION: AUSTRALIA.

Occupational status.	Census, 30th June, 1954.			Census, 30th June, 1961.			Increase, 1954-61.
	Males.	Females.	Persons.	Males.	Females.	Persons.	
In work force—							
At work—							
Employer ..	220,878	30,104	250,982	224,369	42,712	267,081	16,099
Self-employed ..	359,617	51,583	411,200	350,111	62,704	412,815	1,615
Employee(a) ..	2,216,681	739,802	2,956,483	2,449,132	901,902	3,351,034	394,551
Helper(b) ..	18,430	9,913	28,343	13,689	7,871	21,560	-6,783
Total at Work ..	2,815,606	831,402	3,647,008	3,037,301	1,015,189	4,052,490	405,482
Not at work(c) ..	41,014	14,000	55,014	128,626	43,980	172,606	117,592
Total in Work Force ..	2,856,620	845,402	3,702,022	3,165,927	1,059,169	4,225,096	523,074
Not in work force ..	1,689,498	3,595,010	5,284,508	2,146,325	4,136,765	6,283,090	998,582
Grand Total ..	4,546,118	4,440,412	8,986,530	5,312,252	5,195,934	10,508,186	1,521,656

(a) On wage or salary. (b) Not on wage or salary. (c) See explanation in sub-para.(i) page 172.

NOTE.—Minus sign ( — ) denotes decrease.

(iii) *States and Territories, 30th June, 1961.* The following table shows particulars of the occupational status of the population of each State and Territory at the 1961 census.

## OCCUPATIONAL STATUS OF THE POPULATION: CENSUS, 30th JUNE, 1961.

Occupational status.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia.
In work force—									
At work—									
Employer ..	95,651	73,103	43,469	24,213	20,521	8,221	897	1,006	267,081
Self-employed ..	138,571	120,867	67,806	40,978	29,784	13,191	723	895	412,815
Employee(a) ..	1,298,143	958,258	438,947	298,688	217,692	104,717	12,144	22,445	3,351,034
Helper(b) ..	6,452	5,923	4,833	1,952	1,624	699	55	22	21,560
Total at Work ..	1,538,817	1,158,151	555,055	365,831	269,621	126,828	13,819	24,368	4,052,490
Not at work(c) ..	63,699	51,912	29,941	11,730	10,163	4,090	424	647	172,606
Total in Work Force ..	1,602,516	1,210,063	584,996	377,561	279,784	130,918	14,243	25,015	4,225,096
Not in work force ..	2,314,497	1,720,050	933,832	591,779	456,845	219,422	12,852	33,813	6,283,090
Grand Total ..	3,917,013	2,930,113	1,518,828	969,340	736,629	350,340	27,095	58,828	10,508,186

(a) On wage or salary. (b) Not on wage or salary. (c) See explanation in sub-para.(i) page 172.

(iv) *Persons Not at Work, classified by Cause.* The total number of persons "not at work" has been recorded only at the dates of the various censuses. Since the 1947 census this category has included all persons (usually engaged in industry, business, trade, profession or service) who were out of a job and not at work at the time of the census, for whatever reason, including any not normally associated with unemployment. The following table shows the numbers recorded as "not at work" at the censuses of 30th June, 1947, 1954, and 1961, classified according to cause. As explained in sub-para.(i) above, the totals shown as "not at work" do not represent the number of unemployed available for work and unable to obtain it.

PERSONS NOT AT WORK<sup>(a)</sup>, BY CAUSE: AUSTRALIA.

Census.	Unable to secure em- ployment.	Tempo- rarily laid off.	Illness.	Accident.	Industrial dispute.	Other. (b)	Total.
MALES.							
1947 .. ..	17,314	12,458	14,639	2,985	475	18,743	66,614
1954 .. ..	9,912	4,423	11,879	2,804	344	11,652	41,014
1961 .. ..	85,455	12,153	13,931	6,262	547	10,278	128,626
FEMALES.							
1947 .. ..	2,254	2,449	4,396	280	24	7,512	16,915
1954 .. ..	3,685	1,386	4,310	318	17	4,284	14,000
1961 .. ..	28,056	4,012	5,925	787	202	4,998	43,980
PERSONS.							
1947 .. ..	19,568	14,907	19,035	3,265	499	26,255	83,529
1954 .. ..	13,597	5,809	16,189	3,122	361	15,936	55,014
1961 .. ..	113,511	16,165	19,856	7,049	749	15,276	172,606

(a) Persons in the work force who were "not at work" (see explanation in sub-para (i) page 172) at the time of the census. (b) The majority of these persons were resting between jobs or changing jobs.

2. **Industry.**—(i) *General.* For census purposes industry may be defined as any single branch of productive activity, trade or service. All persons engaged in any such branch of economic activity are classified industrially as belonging to that particular branch, irrespective of their personal occupations within the industry. Thus a single firm may employ persons performing completely different occupations in order to make a particular product, or to render a particular service, but the industrial classification of each of these persons is determined by the nature of the product made or of the service rendered by the firm that employs him.

(ii) *Australia, 30th June, 1954 and 1961.* The following table shows the number of persons in the work force in each industry group and sub-group at the censuses of 1954 and 1961. The figures include those at work and those not at work.

At the 1961 census 60 per cent. of males and 20 per cent. of females were in the work force. Of the males in the work force, those engaged in manufacturing constituted the largest group (28.0 per cent. of the total); followed by those in commerce, 14.3 per cent.; primary production, 13.3 per cent.; building and construction, 11.5 per cent.; and transport and storage, 7.9 per cent. The more important industry groups in which females were engaged were manufacturing, 23.9 per cent.; commerce, 22.2 per cent.; community and business services, 21.5 per cent.; and amusement, hotels, personal service, etc., 12.8 per cent. A diagram showing the industry of the population at the 1961 census appears facing page 192.

## INDUSTRY OF THE POPULATION: AUSTRALIA.

Industry group and sub-group.	Census, 30th June, 1954.			Census, 30th June, 1961.			Increase or decrease (—) 1954-61.
	Males.	Females.	Persons.	Males.	Females.	Persons.	
Primary production—							
Fishing .. .. .	8,451	115	8,566	8,124	128	8,252	—314
Hunting and trapping .. .. .	1,552	11	1,563	1,361	14	1,375	—188
Rural industries .. .. .	435,933	31,890	467,823	396,519	38,892	435,411	—32,412
Forestry .. .. .	15,279	67	15,346	13,725	122	13,847	—1,499
Total, Primary Production ..	461,215	32,083	493,298	419,729	39,156	458,885	—34,413
Mining and quarrying—							
Mining (including opencut mining)	55,327	909	56,236	46,220	1,174	47,394	—8,842
Quarrying .. .. .	4,983	152	5,135	6,721	286	7,007	1,872
Total, Mining and Quarrying	60,310	1,061	61,371	52,941	1,460	54,401	—6,970
Manufacturing—							
Cement, bricks, glass and stone ..	40,012	3,104	43,116	44,455	3,856	48,311	5,195
Products of petroleum and coal (excluding chemical and gas works)	3,234	190	3,424	6,239	430	6,669	3,245
Founding, engineering and metal- working .. .. .	229,431	32,305	261,736	286,093	45,756	331,849	70,113
Ships, vehicles, parts and acces- sories .. .. .	132,653	6,463	139,116	132,435	8,345	140,780	1,664
Yarns, textiles and articles thereof (excluding clothing and furn- ishing drapery)	29,620	26,243	55,863	29,009	24,501	53,510	—2,353
Clothing and knitted goods (in- cluding needleworking)	23,144	73,367	96,511	20,285	69,382	89,667	—6,844
Boots, shoes and accessories (other than rubber) .. .. .	17,123	10,228	27,351	15,252	10,011	25,263	—2,088
Food, drink and tobacco .. .. .	117,088	27,927	145,015	121,983	31,911	153,894	8,879
Sawmilling and wood products (other than furniture)	53,252	2,136	55,388	49,759	2,452	52,211	—3,177
Furniture and fittings (other than metal), bedding and furnishing drapery .. .. .	23,646	2,515	26,161	22,923	3,394	26,317	156
Paper and paper products, printing, bookbinding and photography	53,953	18,770	72,723	67,443	22,994	90,437	17,714
Chemicals, dyes, explosives, paints and non-mineral oils .. .. .	31,046	9,423	40,469	38,571	11,955	50,526	10,057
Jewellery, watchmaking, electro- plating and minting .. .. .	6,491	1,275	7,766	6,098	1,163	7,261	—505
Skins and leather; goods of leather and leather substitutes (other than clothing or footwear) ..	9,044	2,903	11,947	6,931	2,632	9,563	—2,384
Rubber goods .. .. .	14,912	3,354	18,266	18,076	3,828	21,904	3,638
Musical, surgical and scientific instruments and apparatus ..	4,301	1,291	5,592	5,894	2,414	8,308	2,716
Plastic products (n.e.l.) .. .. .	4,211	1,842	6,053	7,072	3,443	10,515	4,462
Other .. .. .	5,710	2,893	8,603	5,732	2,894	8,646	43
Undefined .. .. .	1,397	834	2,231	2,857	1,847	4,704	2,473
Total, Manufacturing ..	800,268	227,063	1,027,331	887,127	253,208	1,140,335	113,004
Electricity, gas, water and sanitary services (production, supply and maintenance)—							
Gas and electricity .. .. .	50,998	3,440	54,438	60,858	4,538	65,396	10,958
Water supply, sewerage, etc. ..	18,556	656	19,212	27,809	1,106	28,915	9,703
Total, Electricity, etc., Services	69,554	4,096	73,650	88,667	5,644	94,311	20,661
Building and construction—							
Construction and repair of buildings .. .. .	196,205	2,452	198,657	229,280	5,237	234,517	35,860
Construction works (other than buildings) .. .. .	125,624	1,341	126,965	135,812	2,002	137,814	10,849
Total, Building and Con- struction .. .. .	321,829	3,793	325,622	365,092	7,239	372,331	46,709
Transport and storage—							
Road transport .. .. .	91,515	4,349	95,864	104,948	7,166	112,114	16,250
Shipping .. .. .	27,955	1,971	29,926	27,538	2,318	29,856	—70
Loading and discharging vessels ..	27,950	209	28,159	25,892	279	26,171	—1,988
Rail and air transport .. .. .	91,691	8,031	99,722	91,166	8,349	99,515	—207
Storage .. .. .	1,475	139	1,614	1,689	155	1,844	230
Total, Transport and Storage	240,586	14,699	255,285	251,233	18,267	269,500	14,215



INDUSTRY OF THE POPULATION: AUSTRALIA—*continued.*

Industry group and sub-group.	Census, 30th June, 1954.			Census, 30th June, 1961.			Increase or decrease (—) 1954-61.
	Males.	Females.	Persons.	Males.	Females.	Persons.	
Communication . . . . .	63,802	16,748	80,550	75,294	18,522	93,816	13,266
Finance and property—							
Banking . . . . .	30,746	12,159	42,905	38,564	20,600	59,164	16,259
Insurance . . . . .	18,078	13,066	31,144	25,422	19,807	45,229	14,085
Other finance and property . . . . .	12,664	7,500	20,164	22,288	14,464	36,752	16,588
Total, Finance and Property	61,488	32,725	94,213	86,274	54,871	141,145	46,932
Commerce—							
Wholesale trade . . . . .	123,107	34,594	157,701	146,362	42,614	188,976	31,275
Livestock and primary produce dealing, etc. . . . .	25,701	5,387	31,088	29,121	6,449	35,570	4,482
Retail trade . . . . .	238,660	149,932	388,592	276,234	185,986	462,220	73,628
Total, Commerce . . . . .	387,468	189,913	577,381	451,717	235,049	686,766	109,385
Public authority (n.e.i.) and defence services—							
Public authority activities (n.e.i.)	72,070	25,568	97,638	84,232	29,986	114,218	16,580
Defence: enlisted personnel . . . . .	44,798	1,888	46,686	42,226	1,780	44,006	—2,680
Defence: civilian employees . . . . .	9,972	2,215	12,187	9,361	2,168	11,529	—658
Total, Public Authority (n.e.i.), etc. . . . .	126,840	29,671	156,511	135,819	33,934	169,753	13,242
Community and business services (including professional)—							
Law, order and public safety . . . . .	25,974	8,209	34,183	33,124	12,235	45,359	11,176
Religion and social welfare . . . . .	12,830	9,821	22,651	15,033	12,610	27,643	4,992
Health, hospitals, etc. . . . .	35,504	75,888	111,392	43,047	106,522	149,569	38,177
Education . . . . .	39,672	51,851	91,523	58,357	76,096	134,453	42,930
Other . . . . .	22,532	12,556	35,088	32,665	20,444	53,109	18,021
Total, Community and Business Services . . . . .	136,512	158,325	294,837	182,226	227,907	410,133	115,296
Amusement, hotels and other accommodation, cafés, personal service, etc.—							
Amusement, sport and recreation	27,525	9,697	37,222	31,309	10,851	42,160	4,938
Private domestic service . . . . .	6,703	30,763	37,466	5,773	26,919	32,692	—4,774
Hotels, boarding houses, etc., and restaurants . . . . .	43,525	65,087	108,612	50,824	70,561	121,385	12,773
Other personal services . . . . .	21,250	19,939	41,189	24,622	27,277	51,899	10,710
Total, Amusement, Hotels, etc. . . . .	99,003	125,486	224,489	112,528	135,608	248,136	23,647
Other industries . . . . .	34	22	56	69	75	144	88
Industry inadequately described or not stated . . . . .	27,711	9,717	37,428	57,211	28,229	85,440	48 012
Total in Work Force . . . . .	2,856,620	845,402	3,702,022	3,165,927	1,059,169	4,225,096	523,074
Not in work force . . . . .	1,689,498	3,595,010	5,284,508	2,146,325	4,136,765	6,283,090	998,582
Grand Total . . . . .	4,546,118	4,440,412	8,986,530	5,312,252	5,195,934	10,508,186	1,521,656

Details of individual industries within the foregoing sub-groups, by sex, are published for each State and Territory and for Australia as a whole in the mimeographed 1961 *Census Bulletin* No. 29 and in the respective parts of the Census Volumes.

**3. Industry and Occupational Status.**—Males and females in the work force at the 1961 census are classified in the following table according to industry and occupational status. Only the major industry groups are shown in this table; particulars for each sub-group are available in the mimeographed 1961 *Census Bulletin* No. 34.

**PERSONS IN THE WORK FORCE, BY INDUSTRY AND OCCUPATIONAL STATUS:  
AUSTRALIA, CENSUS, 30th JUNE, 1961.**

Industry group.	At work.					Not at work. (c)	Total in the work force.
	Em- ployer.	Self- em- ployed.	Em- ployee. (a)	Helper. (b)	Total.		
MALES.							
Primary production .. ..	57,374	198,774	139,130	11,273	406,551	13,178	419,729
Mining and quarrying .. ..	566	1,441	49,214	43	51,264	1,677	52,941
Manufacturing .. ..	29,140	21,550	805,857	277	856,824	30,303	887,127
Electricity, gas, water and sanitary services .. ..	320	281	87,301	5	87,907	760	88,667
Building and construction .. ..	29,611	31,071	282,216	197	343,095	21,997	365,092
Transport and storage .. ..	10,422	23,630	210,617	136	244,805	6,428	251,233
Communication .. ..	83	261	74,407	13	74,764	530	75,294
Finance and property .. ..	3,655	3,641	78,220	59	85,575	699	86,274
Commerce .. ..	54,477	44,261	341,343	715	440,796	10,921	451,717
Public authority (n.e.i.) and defence services .. ..	..	..	135,126	..	135,126	693	135,819
Community and business services (including professional) .. ..	19,945	7,243	153,354	208	180,750	1,476	182,226
Amusement, hotels and other accommodation, cafés, personal service, etc. .. ..	18,048	16,094	73,602	490	108,234	4,294	112,528
Other industries .. ..	7	19	38	1	65	4	69
Industry inadequately described or not stated .. ..	721	1,845	18,707	272	21,545	35,666	57,211
Total Males in the Work Force .. ..	224,369	350,111	2,449,132	13,689	3,037,301	128,626	3,165,927
FEMALES.							
Primary production .. ..	9,552	18,599	7,650	3,023	38,824	332	39,156
Mining and quarrying .. ..	22	18	1,406	1	1,447	13	1,460
Manufacturing .. ..	4,367	3,674	233,682	359	242,082	11,126	253,208
Electricity, gas, water and sanitary services .. ..	22	3	5,598	1	5,624	20	5,644
Building and construction .. ..	958	270	5,880	32	7,140	99	7,239
Transport and storage .. ..	865	630	16,573	40	18,108	159	18,267
Communication .. ..	32	152	18,063	20	18,267	255	18,522
Finance and property .. ..	324	434	53,713	47	54,518	353	54,871
Commerce .. ..	15,097	18,106	194,517	1,901	229,621	5,428	235,049
Public authority (n.e.i.) and defence services .. ..	..	..	33,700	..	33,700	234	33,934
Community and business services (including professional) .. ..	1,989	3,616	217,954	707	224,266	3,641	227,907
Amusement, hotels and other accommodation, cafés, personal service, etc. .. ..	9,256	16,790	102,479	1,547	130,072	5,536	135,608
Other industries .. ..	12	24	33	1	70	5	75
Industry inadequately described or not stated .. ..	216	388	10,654	192	11,450	16,779	28,229
Total Females in the Work Force .. ..	42,712	62,704	901,902	7,871	1,015,189	43,980	1,059,169

(a) On wage or salary.  
page 172.

(b) Not on wage or salary.

(c) See explanation in sub-para. (i)

**4. Occupational Status, Age and Conjugal Condition.**—In the next two tables males and females at the census of 30th June, 1961, are classified according to occupational status in conjunction with age and conjugal condition.

**OCCUPATIONAL STATUS OF MALES, BY AGE AND CONJUGAL  
CONDITION: AUSTRALIA, CENSUS, 30th JUNE, 1961.**

Occupational status and conjugal condition.	Age last birthday (years).							Total.
	15-19.	20-24.	25-34.	35-44.	45-54.	55-64.	65 and over.	
<b>Employers—</b>								
Never married ..	715	3,313	6,052	3,311	2,413	1,525	818	(a) 18,149
Married ..	23	2,361	34,820	59,189	57,188	31,252	12,873	197,706
Married but permanently separated ..	..	17	266	681	815	542	249	2,570
Widowed ..	..	2	63	273	699	1,196	2,076	4,309
Divorced ..	..	2	152	496	553	321	111	1,635
<b>Total Employers</b>	<b>738</b>	<b>5,695</b>	<b>41,353</b>	<b>63,950</b>	<b>61,668</b>	<b>34,836</b>	<b>16,127</b>	(a) <b>224,369</b>
<b>Self-employed—</b>								
Never married ..	4,780	11,892	14,513	9,122	7,961	5,453	2,798	(b) 56,565
Married ..	62	6,677	55,607	78,157	72,253	45,361	21,083	279,200
Married but permanently separated ..	..	29	499	1,022	1,213	907	473	4,143
Widowed ..	1	10	93	380	1,094	2,179	3,787	7,544
Divorced ..	..	10	246	695	871	613	224	2,659
<b>Total Self-employed</b>	<b>4,843</b>	<b>18,618</b>	<b>70,958</b>	<b>89,376</b>	<b>83,392</b>	<b>54,513</b>	<b>28,365</b>	(b) <b>350,111</b>
<b>Employees (on wage or salary)—</b>								
Never married ..	255,553	214,143	145,622	63,926	40,192	23,330	4,879	(c) 753,676
Married ..	3,346	83,212	417,637	460,436	371,751	217,073	38,995	1,592,450
Married but permanently separated ..	36	1,056	8,741	12,913	12,416	7,381	1,500	44,043
Widowed ..	16	112	1,040	3,433	8,467	13,278	6,964	33,310
Divorced ..	9	139	3,530	8,257	8,585	4,489	644	25,653
<b>Total Employees (on Wage or Salary)</b>	<b>258,960</b>	<b>298,662</b>	<b>576,570</b>	<b>548,965</b>	<b>441,411</b>	<b>265,551</b>	<b>52,982</b>	(c) <b>2,449,132</b>
<b>Helpers (not on wage or salary)—</b>								
Never married ..	6,808	1,964	821	339	288	263	207	(d) 11,546
Married ..	13	93	230	202	234	401	442	1,615
Married but permanently separated ..	..	1	14	23	32	36	33	139
Widowed ..	1	..	1	10	22	76	212	322
Divorced ..	..	..	2	17	19	19	10	67
<b>Total Helpers (not on Wage or Salary)</b>	<b>6,822</b>	<b>2,058</b>	<b>1,068</b>	<b>591</b>	<b>595</b>	<b>795</b>	<b>904</b>	(d) <b>13,689</b>
<b>Total at work—</b>								
Never married ..	267,856	231,312	167,008	76,698	50,854	30,571	8,702	(e) 839,936
Married ..	3,444	92,343	508,294	597,984	501,426	294,087	73,393	2,070,971
Married but permanently separated ..	36	1,103	9,520	14,639	14,476	8,866	2,255	50,895
Widowed ..	18	124	1,197	4,096	10,282	16,729	13,039	45,485
Divorced ..	9	151	3,930	9,465	10,028	5,442	989	30,014
<b>Total at Work</b>	<b>271,363</b>	<b>325,033</b>	<b>689,949</b>	<b>702,882</b>	<b>587,066</b>	<b>355,695</b>	<b>98,378</b>	(e) <b>3,037,301</b>

NOTE.—For footnotes see next page.

**OCCUPATIONAL STATUS OF MALES, BY AGE AND CONJUGAL  
CONDITION: AUSTRALIA, CENSUS, 30TH JUNE, 1961.—continued.**

Occupational status and conjugal condition.	Age last birthday (years).							Total.
	15-19.	20-24.	25-34.	35-44.	45-54.	55-64.	65 and over.	
Not at work(f)—								
Never married ..	17,181	14,360	12,027	6,173	4,369	3,198	508	(g) 58,844
Married ..	284	3,518	13,590	14,772	13,977	11,068	2,071	59,280
Married but perma- nently separated ..	9	156	962	1,403	1,506	952	158	5,146
Widowed ..	1	16	73	254	656	1,188	415	2,603
Divorced ..	..	17	354	832	909	580	61	2,753
<b>Total Not at Work</b>	<b>17,475</b>	<b>18,067</b>	<b>27,006</b>	<b>23,434</b>	<b>21,417</b>	<b>16,986</b>	<b>3,213</b>	(g) <b>128,626</b>
Total in work force—								
Never married ..	285,037	245,672	179,035	82,871	55,223	33,769	9,210	(h) 898,780
Married ..	3,728	95,861	521,884	612,756	515,403	305,155	75,464	2,130,251
Married but perma- nently separated ..	45	1,259	10,482	16,042	15,982	9,818	2,413	56,041
Widowed ..	19	140	1,270	4,350	10,938	17,917	13,454	48,088
Divorced ..	9	168	4,284	10,297	10,937	6,022	1,050	32,767
<b>Total in Work Force</b>	<b>288,838</b>	<b>343,100</b>	<b>716,955</b>	<b>726,316</b>	<b>608,483</b>	<b>372,681</b>	<b>101,591</b>	(h) <b>3,165,927</b>
Not in work force—								
Never married ..	125,837	17,663	8,712	6,949	7,805	11,041	29,626	(i) 1,825,865
Married ..	106	701	2,457	4,653	10,219	37,195	179,128	234,459
Married but perma- nently separated ..	6	46	258	634	1,051	2,205	7,931	12,131
Widowed ..	1	9	47	171	590	4,348	62,831	67,997
Divorced ..	..	12	189	497	746	1,386	3,043	5,873
<b>Total Not in Work Force</b>	<b>125,950</b>	<b>18,431</b>	<b>11,663</b>	<b>12,904</b>	<b>20,411</b>	<b>56,175</b>	<b>282,559</b>	(i) <b>2,146,325</b>
Total males—								
Never married ..	410,874	263,335	187,747	89,820	63,028	44,810	38,836	(j) 2,724,645
Married ..	3,834	96,562	524,341	617,409	525,622	342,350	254,592	2,364,710
Married but perma- nently separated ..	51	1,305	10,740	16,676	17,033	12,023	10,344	68,172
Widowed ..	20	149	1,317	4,521	11,528	22,265	76,285	116,085
Divorced ..	9	180	4,473	10,794	11,683	7,408	4,093	38,640
<b>Grand Total</b>	<b>414,788</b>	<b>361,531</b>	<b>728,618</b>	<b>739,220</b>	<b>628,894</b>	<b>428,856</b>	<b>384,150</b>	(j) <b>5,312,252</b>

(a) Includes 2 aged 10-14 years. (b) Includes 46 aged 10-14 years. (c) Includes 6,031 aged 10-14 years. (d) Includes 856 aged 10-14 years. (e) Includes 6,935 aged 10-14 years. (f) See explanation on page 172. (g) Includes 1,028 aged 10-14 years. (h) Includes 7,963 aged 10-14 years. (i) Includes 567,742 aged 0-4 years, 536,046 aged 5-9 years, 514,444 aged 10-14 years. (j) Includes 567,742 aged 0-4 years, 536,046 aged 5-9 years, 522,407 aged 10-14 years.

**OCCUPATIONAL STATUS OF FEMALES, BY AGE AND CONJUGAL  
CONDITION: AUSTRALIA, CENSUS, 30th JUNE, 1961.**

Occupational status and conjugal condition.	Age last birthday (years).							Total.
	15-19.	20-24.	25-34.	35-44.	45-54.	55-64.	65 and over.	
<b>Employers—</b>								
Never married ..	105	261	412	619	913	778	522	3,610
Married ..	32	884	6,249	11,058	9,104	3,304	729	31,360
Married but permanently separated ..	1	8	92	212	227	132	29	701
Widowed ..	..	5	101	550	1,574	1,998	2,042	6,270
Divorced ..	1	1	65	248	283	131	42	771
<b>Total Employers</b>	<b>139</b>	<b>1,159</b>	<b>6,919</b>	<b>12,687</b>	<b>12,101</b>	<b>6,343</b>	<b>3,364</b>	<b>42,712</b>
<b>Self-employed—</b>								
Never married ..	421	709	939	1,295	1,980	1,956	1,396 (a)	8,697
Married ..	110	1,822	8,879	13,060	11,485	5,122	1,402	41,880
Married but permanently separated ..	4	32	221	501	621	356	155	1,890
Widowed ..	..	3	109	616	1,776	2,953	3,266	8,723
Divorced ..	..	5	132	403	551	324	99	1,514
<b>Total Self-employed</b>	<b>535</b>	<b>2,571</b>	<b>10,280</b>	<b>15,875</b>	<b>16,413</b>	<b>10,711</b>	<b>6,318 (a)</b>	<b>62,704</b>
<b>Employees (on wage or salary)—</b>								
Never married ..	231,962	111,855	50,594	32,131	29,696	19,809	6,180 (b)	488,178
Married ..	4,831	44,070	81,055	101,977	67,053	18,077	1,583	318,646
Married but permanently separated ..	143	1,864	7,729	10,480	8,774	3,525	449	32,964
Widowed ..	32	204	1,334	6,096	15,108	14,195	3,888	40,857
Divorced ..	12	320	3,901	7,653	6,689	2,450	232	21,257
<b>Total Employees (on Wage or Salary)</b>	<b>236,980</b>	<b>158,313</b>	<b>144,613</b>	<b>158,337</b>	<b>127,320</b>	<b>58,056</b>	<b>12,332 (b)</b>	<b>901,902</b>
<b>Helpers (not on wage or salary)—</b>								
Never married ..	1,659	487	325	200	171	152	117 (c)	3,288
Married ..	49	227	788	1,098	1,074	500	149	3,885
Married but permanently separated ..	3	19	56	70	54	30	6	238
Widowed ..	..	..	5	28	72	121	122	348
Divorced ..	..	2	19	27	36	20	8	112
<b>Total Helpers (not on Wage or Salary)</b>	<b>1,711</b>	<b>735</b>	<b>1,193</b>	<b>1,423</b>	<b>1,407</b>	<b>823</b>	<b>402 (c)</b>	<b>7,871</b>
<b>Total at work—</b>								
Never married ..	234,147	113,312	52,270	34,245	32,760	22,695	8,215 (d)	503,773
Married ..	5,022	47,003	96,971	127,193	88,716	27,003	3,863	395,771
Married but permanently separated ..	151	1,923	8,098	11,263	9,676	4,043	639	35,793
Widowed ..	32	212	1,549	7,290	18,530	19,267	9,318	56,198
Divorced ..	13	328	4,117	8,331	7,559	2,925	381	23,654
<b>Total at Work</b>	<b>239,365</b>	<b>162,778</b>	<b>163,005</b>	<b>188,322</b>	<b>157,241</b>	<b>75,933</b>	<b>22,416 (d)</b>	<b>1,015,189</b>

NOTE.—For footnotes see next page.

OCCUPATIONAL STATUS OF FEMALES, BY AGE AND CONJUGAL CONDITION: AUSTRALIA, CENSUS, 30TH JUNE, 1961.—*continued.*

Occupational status and conjugal condition.	Age last birthday (years).							Total.
	15-19.	20-24.	25-34.	35-44.	45-54.	55-64.	65 and over.	
Not at work(e)—								
Never married ..	14,138	5,779	2,974	1,309	1,182	756	113	(f) 27,266
Married ..	352	1,766	2,659	2,819	1,691	452	22	9,761
Married but permanently separated	45	311	833	1,080	804	259	23	3,355
Widowed ..	2	15	75	383	855	518	74	1,922
Divorced ..	2	42	319	608	526	169	10	1,676
<b>Total Not at Work</b>	<b>14,539</b>	<b>7,913</b>	<b>6,860</b>	<b>6,199</b>	<b>5,058</b>	<b>2,154</b>	<b>242</b>	<b>(f) 43,980</b>
Total in work force—								
Never married ..	248,285	119,091	55,244	35,554	33,942	23,451	8,328	(g) 531,039
Married ..	5,374	48,769	99,630	130,012	90,407	27,455	3,885	405,532
Married but permanently separated	196	2,234	8,931	12,343	10,480	4,302	662	39,148
Widowed ..	34	227	1,624	7,673	19,385	19,785	9,392	58,120
Divorced ..	15	370	4,436	8,939	8,085	3,094	391	25,330
<b>Total in Work Force</b>	<b>253,904</b>	<b>170,691</b>	<b>169,865</b>	<b>194,521</b>	<b>162,299</b>	<b>78,087</b>	<b>22,658</b>	<b>(g) 1,059,169</b>
Not in work force—								
Never married ..	118,329	13,443	10,655	10,779	14,110	22,807	56,030	(h) 1,789,812
Married ..	21,665	149,907	474,751	483,091	384,226	250,894	174,688	1,939,222
Married but permanently separated	195	1,444	6,122	7,619	7,562	7,812	8,465	39,219
Widowed ..	37	271	2,326	7,898	24,454	71,252	244,265	350,503
Divorced ..	15	151	1,702	3,315	4,313	4,526	3,987	18,009
<b>Total Not in Work Force</b>	<b>140,241</b>	<b>165,216</b>	<b>495,556</b>	<b>512,702</b>	<b>434,665</b>	<b>357,291</b>	<b>487,435</b>	<b>(h) 4,136,765</b>
Total females—								
Never married ..	366,614	132,534	65,899	46,333	48,052	46,258	64,358	(i) 2,320,851
Married ..	27,039	198,676	574,381	613,103	474,633	278,349	178,573	2,344,754
Married but permanently separated	391	3,678	15,053	19,962	18,042	12,114	9,127	78,367
Widowed ..	71	498	3,950	15,571	43,839	91,037	253,657	408,623
Divorced ..	30	521	6,138	12,254	12,398	7,620	4,378	43,339
<b>Grand Total</b>	<b>394,145</b>	<b>335,907</b>	<b>665,421</b>	<b>707,223</b>	<b>596,964</b>	<b>435,378</b>	<b>510,093</b>	<b>(i) 5,195,934</b>

(a) Includes 1 aged 10-14 years. (b) Includes 5,951 aged 10-14 years. (c) Includes 177 aged 10-14 years. (d) Includes 6,129 aged 10-14 years. (e) See explanation on page 172. (f) Includes 1,015 aged 10-14 years. (g) Includes 7,144 aged 10-14 years. (h) Includes 541,751 aged 0-4 years, 511,475 aged 5-9 years and 490,433 aged 10-14 years. (i) Includes 541,751 aged 0-4 years, 511,475 aged 5-9 years and 497,577 aged 10-14 years.

**5. Married Women in the Work Force.**—At the 1961 census, 444,680 married women (including 39,148 women who were married but permanently separated, legally or otherwise) were recorded as being in the work force. This represented 42 per cent. of the total number of females in the work force. At the 1954 census the corresponding percentage was 34.3.

Between 1954 and 1961, there was an increase of 154,748 or 53.4 per cent. in the number of married women in the work force, compared with an increase of 213,767 or 25.3 per cent. in total females in the work force. The largest increase (both numerical and proportional) in any age group was for married women aged 35–39 years, where the increase in the seven years 1954–61 was almost 82 per cent. A comparison for all age groups is given below.

#### MARRIED WOMEN IN THE WORK FORCE ACCORDING TO AGE: AUSTRALIA.

Age last birthday (years).	Married women in the work force.(a)		Increase, 1954–61.	
	Census, 30th June, 1954.(b)	Census, 30th June, 1961.(c)	Number.	Per cent.
15–19 .. .. .	3,549	5,570	2,021	56.95
20–24 .. .. .	35,452	51,003	15,551	43.86
25–29 .. .. .	43,899	49,536	5,637	12.84
30–34 .. .. .	43,320	59,025	15,705	36.25
35–39 .. .. .	41,046	74,660	33,614	81.89
40–44 .. .. .	42,265	67,695	25,430	60.17
45–49 .. .. .	33,492	59,745	26,253	78.39
50–54 .. .. .	23,346	41,142	17,796	76.23
55–59 .. .. .	13,539	22,415	8,876	65.56
60–64 .. .. .	6,609	9,342	2,733	41.35
65 and over .. .. .	3,415	4,547	1,132	33.15
<b>Total .. .. .</b>	<b>289,932</b>	<b>444,680</b>	<b>154,748</b>	<b>53.37</b>

(a) Includes women married but permanently separated, legally or otherwise. (b) The figures shown for 1954 include an allowance for the number of women whose conjugal condition was not stated. (c) A conjugal condition was allocated prior to tabulation in all instances where this information was not stated.

6. **Occupation.**—(i) *General.* The working population may be classified according to distinct concepts—(a) the *occupation*, which is personal to the individual, and (b) the *industry* in which the individual carries on his occupation. Thus the *occupation* of a person is the kind of work that he or she personally performs, while *industry* is defined as any single branch of productive activity, trade or service. Particulars of the work force classified according to industry are given on pages 174–177; this paragraph contains particulars of the principal occupation groups (major and minor) of the work force at the census of 30th June, 1961. Details of individual categories of occupations are published in the mimeographed 1961 *Census Bulletin* No. 32 and in the respective parts of the Census Volumes.

(ii) *Australia, 30th June, 1961.* The following table shows, for Australia, the numbers of males, females and persons in the work force in each of the principal occupation groups at the 1961 census. Data of this type were last obtained at the 1947 census, but a comparison of the figures derived therefrom with those shown below is not possible because of differences in classification.

Only those persons regarded as being in the work force are classified according to occupation.

## OCCUPATIONS OF THE POPULATION: AUSTRALIA, CENSUS, 30th JUNE, 1961.

Occupation group.	Males.	Females.	Persons.
<b>Professional, technical and related workers—</b>			
Architects, engineers and surveyors .. ..	29,526	155	29,681
Chemists, physicists, geologists and other physical scientists .. ..	7,759	585	8,344
Biologists, veterinarians, agronomists and related scientists .. ..	3,920	320	4,240
Medical practitioners and dentists .. ..	13,910	1,483	15,393
Nurses .. ..	3,866	59,955	63,821
Professional medical workers, n.e.c., and medical technicians .. ..	9,497	4,830	14,327
Teachers .. ..	44,601	56,722	101,323
Clergy and related members of religious orders ..	10,938	3,120	14,058
Law professionals .. ..	6,478	258	6,736
Artists, entertainers, writers and related workers ..	15,369	6,860	22,229
Draftsmen and technicians, n.e.c. .. ..	37,152	6,826	43,978
Other professional, technical and related workers ..	24,430	5,498	29,928
<b>Total Professional, etc., Workers .. ..</b>	<b>207,446</b>	<b>146,612</b>	<b>354,058</b>
<b>Administrative, executive and managerial workers—</b>			
Administrators and executive officials, government, n.e.c. .. ..	11,314	110	11,424
Employers, workers on own account, directors and managers, n.e.c. .. ..	243,230	43,228	286,458
<b>Total Administrative, etc., Workers .. ..</b>	<b>254,544</b>	<b>43,338</b>	<b>297,882</b>
<b>Clerical workers—</b>			
Book-keepers and cashiers .. ..	23,880	20,108	43,988
Stenographers and typists .. ..	..	125,511	125,511
Other clerical workers .. ..	217,365	161,201	378,566
<b>Total Clerical Workers .. ..</b>	<b>241,245</b>	<b>306,820</b>	<b>548,065</b>
<b>Sales workers—</b>			
Insurance, real estate salesmen, saleswomen, auctioneers and valuers .. ..	11,494	657	12,151
Commercial travellers and manufacturers' agents ..	34,521	617	35,138
Proprietors and shop-keepers working on own account, n.e.c., retail and wholesale trade; salesmen, saleswomen, shop assistants and related workers .. ..	142,028	133,401	275,429
<b>Total Sales Workers .. ..</b>	<b>188,043</b>	<b>134,675</b>	<b>322,718</b>
<b>Farmers, fishermen, hunters, timber getters and related workers—</b>			
Farmers and farm managers .. ..	257,929	28,599	286,528
Farm workers, n.e.c. .. ..	149,792	8,212	158,004
Wool classers .. ..	2,949	..	2,949
Hunters and trappers .. ..	1,504	4	1,508
Fishermen and related workers .. ..	7,452	72	7,524
Timber getters and other forestry workers ..	13,669	..	13,669
<b>Total Farmers, etc. .. ..</b>	<b>433,295</b>	<b>36,887</b>	<b>470,182</b>
<b>Miners, quarrymen and related workers—</b>			
Miners and quarrymen .. ..	30,434	15	30,449
Well drillers and related workers .. ..	1,060	..	1,060
Mineral treaters .. ..	1,674	..	1,674
<b>Total Miners, Quarrymen, etc. .. ..</b>	<b>33,168</b>	<b>15</b>	<b>33,183</b>



OCCUPATIONS OF THE POPULATION: AUSTRALIA,  
CENSUS, 30th JUNE 1961—*continued.*

Occupation group.	Males.	Females.	Persons.
Workers in transport and communication occupations—			
Deck officers, engineer officers and pilots, ship ..	4,253	13	4,266
Deck and engine room hands, ship; barge crews and boatmen .. .. .	11,633	..	11,633
Aircraft pilots, navigators and flight engineers ..	1,750	6	1,756
Drivers and firemen, railway .. .. .	14,391	..	14,391
Drivers, road transport .. .. .	146,320	528	146,848
Guards and conductors, railway .. .. .	4,215	..	4,215
Inspectors, supervisors, traffic controllers and despatchers, transport .. .. .	20,781	892	21,673
Telephone, telegraph and related telecommunication operators .. .. .	3,050	19,508	22,558
Postmasters, postmistresses, postmen and messengers	23,717	3,236	26,953
Workers in transport and communication occupations, n.e.c. .. .. .	13,673	1,653	15,326
Total Workers in Transport, etc. .. .. .	243,783	25,836	269,619
Craftsmen, production-process workers and labourers, n.e.c.—			
Spinners, weavers, knitters, dyers and related workers	16,534	21,210	37,744
Tailors, cutters, furriers and related workers ..	18,149	64,722	82,871
Leather cutters, lasters and sewers (except gloves and garments) and related workers .. .. .	15,147	9,962	25,109
Furnacemen, rollers, drawers, moulders and related metal making and treating workers .. .. .	20,774	..	20,774
Precision instrument makers, watchmakers, jewellers and related workers .. .. .	11,493	767	12,260
Toolmakers, machinists, plumbers, welders, platers and related workers .. .. .	319,163	5,281	324,444
Electricians and related electric and electronic workers	104,474	1,262	105,736
Metal makers, metal workers and electrical production-process workers, n.e.c. .. .. .	51,148	16,660	67,808
Carpenters, joiners, cabinetmakers and related workers .. .. .	137,318	1,356	138,674
Painters and decorators .. .. .	46,555	394	46,949
Bricklayers, plasterers and construction workers, n.e.c. .. .. .	92,184	..	92,184
Compositors, pressmen, engravers, bookbinders, and related workers .. .. .	30,994	6,759	37,753
Potters, kilnmen, glass and clay formers and related workers .. .. .	10,489	1,261	11,750
Millers, bakers, brewmasters and related food and beverage workers .. .. .	80,744	12,652	93,396
Chemical and related process workers .. .. .	16,313	3,430	19,743
Tobacco preparers and tobacco product makers ..	1,147	1,472	2,619
Craftsmen and production-process workers, n.e.c. ..	26,939	11,794	38,733
Packers, labellers and related workers .. .. .	7,238	14,734	21,972
Stationary engine, excavating, lifting equipment operators and related workers .. .. .	55,718	..	55,718
Waterside workers and related freight handlers ..	93,376	1,398	94,774
Labourers, n.e.c. .. .. .	203,048	..	203,048
Total Craftsmen, etc. .. .. .	1,358,945	175,114	1,534,059

**OCCUPATIONS OF THE POPULATION: AUSTRALIA,  
CENSUS, 30TH JUNE, 1961—continued.**

Occupation group.	Males.	Females.	Persons.
<b>Service, sport and recreation workers—</b>			
Fire brigade men, policemen, policewomen, protective service and related workers ..	31,617	473	32,090
Housekeepers, cooks, maids and related workers ..	17,770	87,675	105,445
Waiters, waitresses, bartenders ..	13,701	22,224	35,925
Building caretakers, cleaners ..	26,127	19,169	45,296
Barbers, hairdressers, beauticians and related workers ..	9,291	13,355	22,646
Laundryers, dry cleaners and pressers ..	6,992	11,304	18,296
Athletes, sportsmen and related workers ..	3,215	199	3,414
Photographers and related camera operators ..	2,981	680	3,661
Embalmers and undertakers ..	736	..	736
Service, sport, recreation workers, n.e.c. ..	18,083	12,108	30,191
<b>Total Service, etc., Workers ..</b>	<b>130,513</b>	<b>167,187</b>	<b>297,700</b>
Members of armed services, enlisted personnel ..	42,226	1,780	44,006
Occupation inadequately described or not stated ..	32,719	20,905	53,624
<b>Total in Work Force ..</b>	<b>3,165,927</b>	<b>1,059,169</b>	<b>4,225,096</b>
Not in work force ..	2,146,325	4,136,765	6,283,090
<b>Grand Total ..</b>	<b>5,312,252</b>	<b>5,195,934</b>	<b>10,508,186</b>

n.e.c.—Not elsewhere classified.

The proportion of the work force in each major group of occupation is shown in the following table.

**PROPORTION OF THE WORK FORCE IN EACH OCCUPATION GROUP:  
AUSTRALIA, CENSUS, 30th JUNE, 1961.**

Major occupation group.	Proportion of total (per cent.).		
	Males.	Females.	Persons.
Professional, technical and related workers ..	6.6	13.8	8.4
Administrative, executive and managerial workers ..	8.1	4.1	7.1
Clerical workers ..	7.6	29.0	13.0
Sales workers ..	5.9	12.7	7.6
Farmers, fishermen, hunters, timber getters and related workers ..	13.7	3.5	11.1
Miners, quarrymen and related workers ..	1.1	..	0.8
Workers in transport and communication occupations ..	7.7	2.4	6.4
Craftsmen, production-process workers and labourers, n.e.c. ..	42.9	16.5	36.3
Service, sport and recreation workers ..	4.1	15.8	7.0
Members of armed services, enlisted personnel ..	1.3	0.2	1.0
Occupation inadequately described or not stated ..	1.0	2.0	1.3
<b>Total in Work Force ..</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

n.e.c.—Not elsewhere classified.

(iii) *States and Territories, 30th June, 1961.* The number of persons in each State and Territory in each major and minor occupation group at the 1961 census is shown in the following table.

## OCCUPATIONS OF THE POPULATION: CENSUS, 30th JUNE, 1961.

Occupation group (abbreviated descriptions— for detailed description see table on pages 183-5).	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
Professional, etc.—									
Architects, etc. . .	12,325	9,156	2,784	2,543	1,433	997	140	303	29,681
Chemists, etc. . .	2,862	2,869	886	777	411	219	79	241	8,344
Biologists, etc. . .	1,362	1,054	748	355	335	244	34	108	4,240
Medical practnrs., dentists . . .	6,179	4,236	2,029	1,331	1,063	390	45	120	15,393
Nurses . . .	23,500	17,582	9,304	5,742	4,845	2,282	281	285	63,821
Professional medical workers, etc. . .	5,730	4,291	1,887	1,117	864	355	29	54	14,327
Teachers . . .	36,216	29,708	13,185	9,847	7,419	3,725	287	936	101,323
Clergy, etc. . .	4,947	3,947	2,107	1,246	1,148	469	114	80	14,058
Law professionals . .	3,136	1,898	797	364	287	167	18	69	6,736
Artists, etc. . .	9,735	6,276	2,596	1,573	1,291	536	52	170	22,229
Draftsmen, etc. . .	17,232	13,020	4,382	4,672	2,528	1,235	227	682	43,978
Other . . .	11,510	9,959	2,785	2,450	1,749	842	101	532	29,928
Total Profes- sional, etc. . .	134,734	103,996	43,490	32,017	23,373	11,461	1,407	3,580	354,058
Administrative, etc.—									
Administrators, etc. .	3,909	2,691	1,695	1,036	1,022	487	90	494	11,424
Employers, etc. . .	108,542	87,351	37,738	25,462	17,454	7,824	877	1,210	286,458
Total, Adminis- trative, etc. . .	112,451	90,042	39,433	26,498	18,476	8,311	967	1,704	297,882
Clerical—									
Book-keepers, etc. . .	17,871	13,889	4,526	3,142	3,022	1,151	165	222	43,988
Stenographers, etc. .	50,003	39,761	11,405	11,082	8,376	3,314	310	1,260	125,511
Other . . .	149,460	105,300	53,108	31,696	23,551	9,904	964	4,583	378,566
Total, Clerical . .	217,334	158,950	69,039	45,920	34,949	14,369	1,439	6,065	548,065
Sales—									
Insurance, etc. . .	4,458	3,674	1,683	1,189	766	324	17	40	12,151
Commercial, etc. . .	13,724	10,630	4,527	3,041	2,311	771	24	110	35,138
Proprietors, etc. . .	104,254	77,122	38,703	25,750	19,067	8,859	494	1,180	275,429
Total, Sales . .	122,436	91,426	44,913	29,980	22,144	9,954	535	1,330	322,718
Farmers, etc.—									
Farmers, etc. . .	86,917	77,977	55,650	30,686	24,523	10,015	472	288	286,528
Farm workers, n.e.c.	51,395	31,773	40,191	13,233	14,345	5,875	823	369	158,004
Wool classers . . .	1,284	765	420	224	186	65	2	3	2,949
Hunters, etc. . .	578	220	269	233	141	37	30	..	1,508
Fishermen, etc. . .	2,231	882	1,437	969	1,419	539	31	16	7,524
Timber getters, etc..	4,060	3,183	3,223	858	1,229	1,023	22	71	13,669
Total, Farmers, etc. . .	146,465	114,800	101,190	46,203	41,843	17,554	1,380	747	470,182
Miners, etc.—									
Miners, etc. . .	14,263	2,421	5,397	1,460	4,571	1,957	346	34	30,449
Well drillers, etc. . .	240	139	389	124	122	..	46	..	1,060
Mineral treaters . .	452	158	292	129	280	251	108	4	1,674
Total Miners, etc.	14,955	2,718	6,078	1,713	4,973	2,208	500	38	33,183
Workers in transport, etc.—									
Deck officers, etc. . .	1,432	769	576	647	591	212	39	..	4,266
Deck hands, etc. . .	4,652	2,117	1,389	1,594	1,403	423	54	1	11,633
Aircraft pilots, etc. .	752	477	248	73	140	14	44	8	1,756
Drivers, etc., railway	5,344	2,193	3,730	1,125	1,668	319	10	2	14,391
Drivers, road . . .	56,883	41,575	19,669	13,040	9,770	4,734	523	654	146,848
Guards, etc., railway	1,573	701	1,009	330	480	116	6	..	4,215
Inspectors, etc. . .	9,015	4,540	4,084	1,924	1,500	527	53	30	21,673
Telephone, etc., oper- ators . . .	8,725	6,217	3,012	2,211	1,369	738	112	174	22,558
Postmasters, etc. . .	9,991	7,698	3,951	2,462	1,652	995	61	143	26,953
Workers, n.e.c. . .	5,946	4,558	2,226	1,140	1,163	210	51	32	15,326
Total, Transport, etc. . .	104,313	70,845	39,894	24,546	19,736	8,288	953	1,044	269,619

OCCUPATIONS OF THE POPULATION: CENSUS, 30TH JUNE, 1961—*continued.*

Occupation group (abbreviated descriptions—for detailed descriptions see table on pages 183-5).	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
Craftsmen, etc.									
Spinners, etc. ..	10,962	20,966	1,267	1,640	596	2,310	3	..	37,744
Tailors, etc. ..	33,709	33,563	7,404	4,313	2,821	934	25	102	82,871
Leather cutters, etc.	8,619	12,023	1,800	1,588	818	226	14	21	25,109
Furnacemen, etc. ..	9,704	4,970	1,777	2,089	1,145	1,061	19	9	20,774
Precision instrument makers, etc. ..	4,861	3,922	1,463	946	679	310	18	61	12,260
Toolmakers, etc. ..	126,083	102,084	33,881	34,959	17,754	7,783	951	949	324,444
Electricians, etc. ..	42,582	29,412	12,568	10,343	6,093	3,777	362	599	105,736
Metal makers, etc., n.e.c. ..	34,328	18,980	5,071	5,784	2,440	1,048	90	67	67,808
Carpenters, etc. ..	48,965	37,364	21,505	11,990	10,295	6,986	494	1,075	138,674
Painters, etc. ..	16,961	14,126	6,017	5,088	2,814	1,312	204	427	46,949
Bricklayers, etc. ..	34,455	25,199	11,372	10,101	6,096	3,356	379	1,226	92,184
Compositors, etc. ..	16,176	12,089	3,685	2,677	1,937	810	21	358	37,753
Potters, etc. ..	6,026	3,024	716	1,027	673	192	10	82	11,750
Millers, etc. ..	30,741	26,512	17,860	8,102	6,182	3,666	141	192	93,396
Chemical, etc., workers	8,216	6,433	1,116	1,276	819	1,883	..	..	19,743
Tobacco preparers, etc. ..	1,341	1,160	106	..	12	..	..	..	2,619
Craftsmen, etc., n.e.c.	17,007	13,980	3,239	2,536	1,404	504	22	41	38,733
Packers, etc. ..	8,790	7,762	2,304	2,028	706	370	3	9	21,972
Stationary engine, etc., workers ..	22,182	13,513	7,912	5,172	4,210	2,146	264	319	55,718
Waterside workers, etc. ..	34,518	26,318	13,026	9,533	6,972	3,864	373	170	94,774
Labourers, n.e.c. ..	78,995	54,395	31,332	17,340	13,431	6,244	570	741	203,048
<b>Total Craftsmen, etc. . .</b>	<b>595,221</b>	<b>467,795</b>	<b>185,421</b>	<b>138,532</b>	<b>87,897</b>	<b>48,782</b>	<b>3,963</b>	<b>6,448</b>	<b>1,534,059</b>
Service, sport, etc.—									
Fire brigade, police, etc. ..	12,011	8,624	4,845	3,033	2,109	1,029	202	237	32,090
Housekeepers, etc. ..	38,586	28,347	16,479	9,320	7,815	3,325	808	765	105,445
Waiters, etc. ..	15,535	7,707	5,452	2,884	2,717	1,050	191	389	35,925
Building caretakers, etc. ..	20,183	12,899	4,354	3,836	2,664	968	109	283	45,296
Barbers, etc. ..	8,495	7,304	2,493	2,043	1,573	602	38	98	22,646
Laundresses, etc. ..	7,166	5,839	2,336	1,303	1,118	408	59	67	18,296
Athletes, etc. ..	1,262	895	631	315	235	63	5	8	3,414
Photographers, etc. . .	1,417	1,031	459	393	222	84	20	35	3,661
Embalmers, etc. ..	301	212	83	56	50	32	2	..	736
Workers, n.e.c. ..	11,091	7,535	4,959	2,422	3,048	896	103	137	30,191
<b>Total, Service, etc.</b>	<b>116,047</b>	<b>80,393</b>	<b>42,091</b>	<b>25,605</b>	<b>21,551</b>	<b>8,457</b>	<b>1,537</b>	<b>2,019</b>	<b>297,700</b>
Members of armed services, etc. ..	17,303	12,380	5,970	2,542	2,283	273	1,407	1,848	44,006
Inadequately described or not stated ..	21,257	16,718	7,477	4,005	2,559	1,261	155	192	53,624
<b>Total in Work Force</b>	<b>1,602,516</b>	<b>1,210,063</b>	<b>584,996</b>	<b>377,561</b>	<b>279,784</b>	<b>130,918</b>	<b>14,243</b>	<b>25,015</b>	<b>4,225,096</b>
Not in work force ..	2,314,497	1,720,050	933,832	591,779	456,845	219,422	12,852	33,813	6,283,090
<b>Grand Total ..</b>	<b>3,917,013</b>	<b>2,930,113</b>	<b>1,518,828</b>	<b>969,340</b>	<b>736,629</b>	<b>350,340</b>	<b>27,095</b>	<b>58,828</b>	<b>10,508,186</b>

n.e.c.—Not elsewhere classified.

### § 3. The Work Force Survey: Six State Capital Cities.

1. **General.**—Estimates of the civilian work force are obtained in February, May, August and November of each year for the six State capital cities from surveys based on a sample of dwellings selected by area sampling methods. These surveys are now being extended to non-metropolitan urban and rural areas; the results from these surveys will enable quarterly estimates of the Australian work force to be published.

The survey information, which is obtained at sample dwellings by personal interview, enables the total civilian population fourteen years of age and over to be classified according to work force and demographic characteristics. The work force classification used conforms closely to that recommended by the Eighth International Conference of Labour Statisticians, Geneva, 1954. Under this classification, the category to which an individual is assigned depends on his actual activity or status (i.e. whether working, looking for work, etc.) during a specified week covered by the survey.

The principal categories in the following tables are the employed and the unemployed, which together constitute the work force, and the remainder, comprising persons not in the work force. Details of these categories are as follows.

- (a) *Employed persons* comprise all those who, during the specified week, worked for pay, profit, or payment in kind, in a job or business, or on a farm, and those who had a job, business, or farm, but were temporarily absent for the whole of the specified week for reasons other than lack of work. Persons who worked as unpaid helpers in a family business, or on a farm, are included in the employed if they worked fifteen hours or more during the specified week. The category includes employees, employers and workers on own account.
- (b) *Unemployed persons* comprise all those who, during the specified week, did no work at all, did not have a job or business, and were actively looking for work. The category also includes persons absent from work for the whole of the specified week without pay because of lack of demand for their services (i.e. those laid off without pay for the whole of the specified week).
- (c) *The work force* consists of all persons who, during the specified week, were employed or unemployed in terms of the classifications given in (a) and (b) above.
- (d) *Persons not in the work force* are those who, during the specified week, were not classified as employed or unemployed in terms of the classifications given in (a) and (b) above.

Figures in the tables which follow are estimates based on a sample and are therefore subject to sampling variability, that is, variations that may occur by chance because only a sample of the population is enumerated in the surveys. For this reason, figures are rounded but not adjusted to add to totals, because such adjustments would, in some cases, exceed the sampling variability of the estimate and tend to destroy its value as an indicator of movement. Further information on variability of survey estimates is available on request.

2. **Occupational Status, and Work Force Participation and Unemployment Rates.**—The following table shows, for the period August, 1961, to May, 1965, the distribution, by major work force category, of the civilian population 14 years of age and over in the six State capital cities. The table also shows changes in the work force participation rate and unemployment rate over the period. As indicated in the general notes in paragraph 1 above, the

classification of the population by work force category conforms to the standard recommended by the International Conference of Labour Statisticians. This International Standard has not as yet been adopted for the population census, and consequently the figures in this table are not strictly comparable with those in the tables in the preceding section of this chapter.

### CIVILIAN POPULATION 14 YEARS OF AGE AND OVER: OCCUPATIONAL STATUS.

SIX AUSTRALIAN STATE CAPITAL CITIES.

Survey date.	Occupational status.				Total civilian population 14 years of age and over. ('000).	Work force participation rate. (b) (per cent.)	Unemployment rate. (c) (per cent.)
	Civilians in the work force.			Civilians not in the work force. ('000).			
	Employed. (a) ('000).	Unemployed. ('000).	Total. ('000).				
MALES.							
1961-August .. ..	1,678.4	53.2	1,731.6	372.8	2,104.4	82.3	3.1
November .. ..	1,689.0	38.2	1,727.1	385.4	2,112.5	81.8	2.2
1962-February ..	1,705.8	40.5	1,746.3	376.3	2,122.6	82.3	2.3
May .. ..	1,715.8	30.7	1,746.6	384.6	2,131.2	82.0	1.8
August .. ..	1,714.7	26.0	1,740.8	398.2	2,139.0	81.4	1.5
November .. ..	1,731.5	24.2	1,755.6	396.0	2,151.7	81.6	1.4
1963-February ..	1,754.5	28.5	1,783.0	379.8	2,162.9	82.4	1.6
May .. ..	1,752.9	28.2	1,781.2	393.4	2,174.6	81.9	1.6
August .. ..	1,758.6	22.7	1,781.3	403.2	2,184.5	81.5	1.3
November .. ..	1,764.2	18.6	1,782.8	414.5	2,197.3	81.1	1.0
1964-February ..	1,796.8	20.1	1,816.9	394.4	2,211.3	82.2	1.1
May .. ..	1,801.5	15.9	1,817.4	408.3	2,225.7	81.7	0.9
August .. ..	1,801.8	12.5	1,814.4	421.5	2,235.9	81.1	0.7
November .. ..	1,807.8	12.9	1,820.8	429.4	2,250.2	80.9	0.7
1965-February ..	1,833.2	16.9	1,850.0	419.5	2,269.5	81.5	0.9
May .. ..	1,831.6	13.1	1,844.8	435.0	2,279.7	80.9	0.7

### FEMALES.

1961-August ..	737.4	24.7	762.1	1,463.5	2,225.5	34.2	3.2
November ..	749.4	21.6	771.0	1,465.7	2,236.7	34.5	2.8
1962-February..	774.0	24.7	798.7	1,450.6	2,249.3	35.5	3.1
May ..	772.7	20.7	793.4	1,466.7	2,260.1	35.1	2.6
August ..	778.1	15.5	793.6	1,477.0	2,270.6	35.0	2.0
November ..	790.1	17.8	808.0	1,477.8	2,285.8	35.3	2.2
1963-February..	785.7	22.4	808.1	1,488.2	2,296.3	35.2	2.8
May ..	777.0	21.2	798.1	1,509.4	2,307.5	34.6	2.7
August ..	793.8	17.7	811.5	1,507.7	2,319.2	35.0	2.2
November ..	808.9	11.5	820.4	1,515.4	2,335.8	35.1	1.4
1964-February..	808.2	22.1	830.4	1,520.3	2,350.7	35.3	2.7
May ..	821.6	17.3	838.9	1,528.1	2,366.9	35.4	2.1
August ..	831.0	12.9	843.9	1,533.4	2,377.3	35.5	1.5
November ..	837.1	13.6	850.7	1,543.7	2,394.4	35.5	1.6
1965-February..	846.9	21.2	868.1	1,546.8	2,414.8	35.9	2.4
May ..	859.3	17.5	876.9	1,548.0	2,424.9	36.2	2.0

### PERSONS.

1961-August ..	2,415.8	77.8	2,493.6	1,836.3	4,329.9	57.6	3.1
November ..	2,438.4	59.7	2,498.1	1,851.1	4,349.3	57.4	2.4
1962-February..	2,479.9	65.1	2,545.0	1,826.9	4,371.9	58.2	2.6
May ..	2,488.6	51.4	2,540.0	1,851.3	4,391.3	57.8	2.0
August ..	2,492.9	41.6	2,534.4	1,875.2	4,409.7	57.5	1.6
November ..	2,521.6	42.0	2,563.6	1,873.8	4,437.4	57.8	1.6
1963-February..	2,540.2	50.9	2,591.2	1,868.0	4,459.2	58.1	2.0
May ..	2,529.9	49.4	2,579.3	1,902.8	4,482.2	57.5	1.9
August ..	2,552.4	40.4	2,592.8	1,910.9	4,503.7	57.6	1.6
November ..	2,573.1	30.1	2,603.2	1,929.9	4,533.1	57.4	1.2
1964-February..	2,605.0	42.3	2,647.3	1,914.7	4,562.0	58.0	1.6
May ..	2,623.1	33.2	2,656.3	1,936.4	4,592.7	57.8	1.2
August ..	2,632.9	25.4	2,658.3	1,954.9	4,613.2	57.6	1.0
November ..	2,644.9	26.5	2,671.5	1,973.1	4,644.5	57.5	1.0
1965-February..	2,680.1	38.1	2,718.1	1,966.3	4,684.4	58.0	1.4
May ..	2,691.0	30.6	2,721.6	1,983.0	4,704.6	57.8	1.1

(a) Includes wage and salary earners, employers, self-employed persons, and unpaid helpers who worked 15 hours or more per week in a family business. (b) The civilian work force as a percentage of the civilian population 14 years of age and over. (c) The unemployed as a percentage of the civilian work force.

**3. Work Force Participation and Unemployment Rates.**—The table below shows, for the civilian population 14 years of age and over in the six State capital cities, work force participation rates and unemployment rates by age group and conjugal condition for the period August, 1961, to May, 1965.

**CIVILIAN POPULATION 14 YEARS OF AGE AND OVER: WORK FORCE PARTICIPATION AND UNEMPLOYMENT RATES, BY AGE GROUP AND CONJUGAL CONDITION.**

SIX AUSTRALIAN STATE CAPITAL CITIES.

(Per cent.)

Particulars.		Age group (years).						Total civilian population 14 years of age and over.
		14-19.	20-44.		45-64.		65 and over.	
			Married.	Not married. (a)	Married.	Not married. (a)		
WORK FORCE PARTICIPATION RATE.(b)								
Males—	1961—August ..	57.1	98.7	91.4	93.7	81.6	23.0	82.3
	November ..	54.2	98.6	91.8	93.4	80.7	22.2	81.8
	1962—February ..	57.3	98.6	93.0	93.6	78.1	21.7	82.3
	May ..	54.5	98.9	91.7	93.6	81.0	21.6	82.0
	August ..	51.5	98.8	91.0	93.9	78.6	21.9	81.4
	November ..	51.6	98.8	91.5	93.6	80.1	23.2	81.6
	1963—February ..	56.2	98.8	93.4	93.6	81.6	22.1	82.4
	May ..	54.2	98.8	91.8	93.8	81.5	21.3	81.9
	August ..	53.4	98.8	91.9	93.4	80.2	20.9	81.5
	November ..	52.8	98.6	91.3	93.6	80.0	20.0	81.1
	1964—February ..	59.2	98.5	92.3	93.5	80.4	20.6	82.2
	May ..	57.9	98.7	90.9	93.1	78.5	20.4	81.7
August ..	54.5	98.8	91.9	92.9	75.6	21.1	81.1	
November ..	51.6	98.8	91.5	93.0	78.2	22.3	80.9	
	1965—February ..	56.8	98.6	91.5	93.1	78.5	21.0	81.5
	May ..	54.0	98.8	89.7	93.2	78.3	21.1	80.9
Females—	1961—August ..	55.3	31.3	86.4	23.0	45.9	3.9	34.2
	November ..	54.3	31.4	86.6	24.2	46.1	4.2	34.5
	1962—February ..	59.0	31.9	87.7	24.0	48.2	4.4	35.5
	May ..	57.6	31.4	86.7	24.2	46.9	4.4	35.1
	August ..	55.6	32.0	86.3	24.3	46.4	3.8	35.0
	November ..	54.6	32.6	87.6	24.6	46.3	4.6	35.3
	1963—February ..	57.3	31.8	87.1	23.7	46.8	4.4	35.2
	May ..	54.4	32.3	86.3	22.9	47.7	4.2	34.6
	August ..	54.5	32.2	87.5	23.5	47.9	4.0	35.0
	November ..	54.0	32.9	87.4	23.6	47.0	4.0	35.1
	1964—February ..	58.0	32.6	86.7	23.3	47.1	3.5	35.3
	May ..	58.5	32.9	86.5	23.5	46.4	3.2	35.4
August ..	57.1	33.3	86.9	24.2	45.6	3.3	35.5	
November ..	54.7	34.1	86.2	24.6	44.3	3.5	35.5	
	1965—February ..	57.4	34.0	87.3	24.3	44.5	3.6	35.9
	May ..	56.4	34.7	86.4	25.2	45.9	3.4	36.2

(a) Includes never married, widowed and divorced.  
of the civilian population.

(b) The civilian work force as a percentage

**CIVILIAN POPULATION 14 YEARS OF AGE AND OVER: WORK FORCE PARTICIPATION AND UNEMPLOYMENT RATES, BY AGE GROUP AND CONJUGAL CONDITION—continued.**

SIX AUSTRALIAN STATE CAPITAL CITIES.

(Per cent.)

Particulars.		Age group (years).					Total civilian population 14 years of age and over.	
		14-19.	20-44.		45-64.			65 and over.
			Married.	Not married. (a)	Married.	Not married. (a)		
UNEMPLOYMENT RATE.(b)								
Males—	1961—August ..	5.8	1.6	5.8	2.0	6.8	3.0	3.1
	November ..	4.7	1.5	3.5	1.5	2.9	3.3	2.2
	1962—February ..	5.5	1.3	3.6	1.6	4.1	3.9	2.3
	May ..	3.6	1.1	2.7	1.4	3.1	2.5	1.8
	August ..	2.8	1.0	2.1	1.3	3.2	0.7	1.5
	November ..	4.7	0.5	1.7	1.1	3.0	1.6	1.4
	1963—February ..	4.1	0.7	2.3	1.4	3.4	0.8	1.6
	May ..	3.9	0.9	2.0	1.3	3.7	2.0	1.6
	August ..	2.1	0.6	2.0	1.0	4.6	1.5	1.3
	November ..	3.0	0.6	1.3	0.7	2.6	2.0	1.0
	1964—February ..	3.5	0.5	1.3	0.6	2.3	2.5	1.1
	May ..	2.0	0.5	1.2	0.7	1.5	0.7	0.9
	August ..	1.5	0.4	1.2	0.3	1.7	1.3	0.7
	November ..	1.8	0.4	1.0	0.4	2.3	0.8	0.7
	1965—February ..	3.1	0.6	1.3	0.4	0.9	0.9	0.9
May ..	1.8	0.4	1.0	0.5	1.4	1.3	0.7	
Females—	1961—August ..	4.2	3.2	3.4	2.7	2.3	1.7	3.2
	November ..	4.5	3.0	2.0	2.1	1.8	1.6	2.8
	1962—February ..	5.8	3.1	2.2	1.4	1.6	1.5	3.1
	May ..	4.3	2.8	2.2	0.9	2.3	..	2.6
	August ..	2.8	2.2	2.1	0.9	1.0	..	2.0
	November ..	3.8	2.1	1.8	1.5	1.6	..	2.2
	1963—February ..	5.4	2.5	2.2	1.3	1.9	0.7	2.8
	May ..	4.0	2.6	2.2	2.0	2.2	2.3	2.7
	August ..	3.3	2.5	1.6	1.1	1.6	2.4	2.2
	November ..	2.5	1.3	1.2	0.5	1.3	..	1.4
	1964—February ..	4.8	2.6	1.8	1.7	1.1	1.8	2.7
	May ..	2.9	2.2	1.6	1.6	1.6	..	2.1
	August ..	1.7	2.3	0.9	1.0	0.7	1.0	1.5
	November ..	2.4	1.9	1.1	0.9	1.0	0.9	1.6
	1965—February ..	4.0	2.9	1.5	1.5	0.9	..	2.4
May ..	2.2	2.5	1.4	1.7	1.4	0.8	2.0	

(a) Includes never married, widowed and divorced.

(b) The unemployed as a percentage of the civilian work force.

#### §4. Wage and Salary Earners in Employment.

1. **General.**—The monthly estimates of the number of wage and salary earners in civilian employment (excluding employees in rural industry and private domestic service) are based on comprehensive data (referred to herein as "benchmarks") derived for the purpose from the population censuses of June, 1954, and June, 1961. Figures for periods between, and subsequent to, the two



benchmark points of time are estimates obtained from three main sources, namely, (a) current Pay-roll Tax returns; (b) current returns from Government bodies; and (c) some other direct current records of employment (e.g. for hospitals). Data from these sources have been supplemented by estimates of changes in the number of wage and salary earners not covered by the foregoing collections.

Figures for current months are subject to revision. As they become available, particulars of employment obtained from other collections, such as the annual factory census and the censuses and sample surveys of retail establishments, are used to check, and, where desirable, to revise estimates in relevant sections. The work force survey (*see* p. 188) will supply an additional check for future estimates.

The benchmark figures are derived from particulars recorded for individuals on population census schedules. The estimated monthly figures are derived mainly from reports supplied by employers relating to enterprises or establishments. These two sources differ in some cases in scope and in reporting of industry; however, the benchmark industry dissections have been adjusted, as nearly as may be, to an enterprise/establishment reporting basis. The industry classification used throughout the series is that of the population census of June, 1961.

Pay-roll Tax returns are lodged at present by all employers paying more than \$400 a week in wages (other than certain Commonwealth Government bodies, religious and benevolent institutions, public hospitals and other similar organizations specifically exempted under the *Pay-roll Tax Assessment Act* 1941–1965). At June, 1954, this Act required employers paying wages of more than £80 (\$160) a week to lodge returns. The exemption limit was raised to £120 (\$240) a week from 1st September, 1954, and to the present level as from 1st September, 1957.

Employees in rural industry and in private domestic service are not included in the estimates, because of the inadequacy of current data.

The figures in this section relate to “wage and salary earners” on pay-rolls or “in employment” in the latter part of each month as distinct from numbers of employees actually working on a specific date. They include some persons working part-time.

The prime purpose of this series is to measure, as nearly as may be with available data, *current monthly trends* in employment in the defined field. The estimates may be less reliable for longer-term measurement. However, as a broad measure of long-term trends, figures for periods prior to June, 1954, (from June, 1947), estimated on a basis approximately comparable with that for later periods, are shown on page 196.

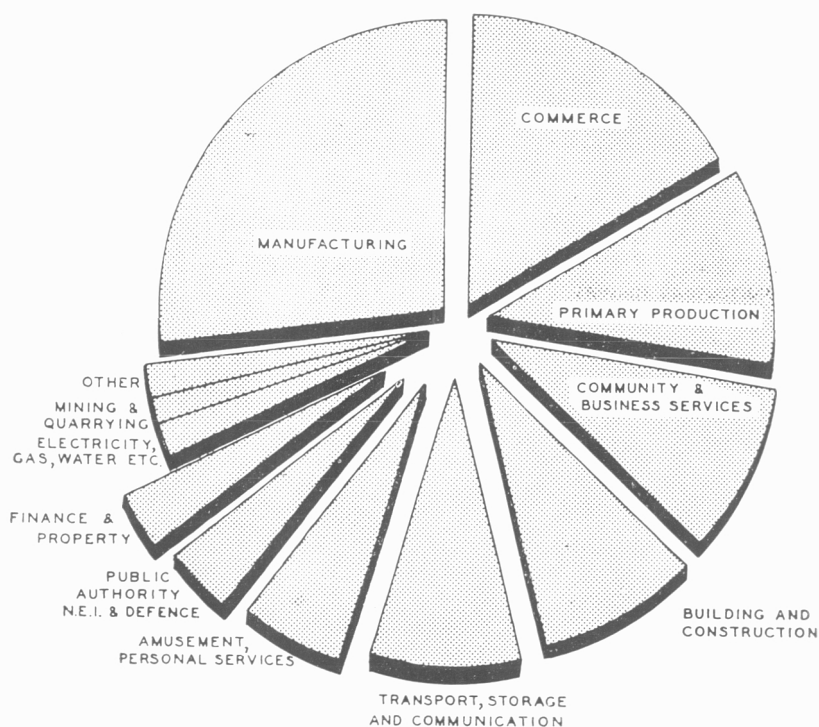
With the exception of the table at the top of page 196, the tables in this section show particulars only for June of each year. Total figures for each month from June, 1954 will be found in Section III of the Appendix. More detailed particulars for each State and Territory and for the principal industry groups have been published in two mimeographed bulletins entitled *Wage and Salary Earners in Employment*, one covering the period June, 1954, to June, 1961, the other, the period June, 1961, to June 1965.

In the tables in this section and in Section III of the Appendix any discrepancies between totals and sums of components are due to rounding.

# AUSTRALIA INDUSTRY OF THE POPULATION

30<sup>TH</sup> JUNE, 1961

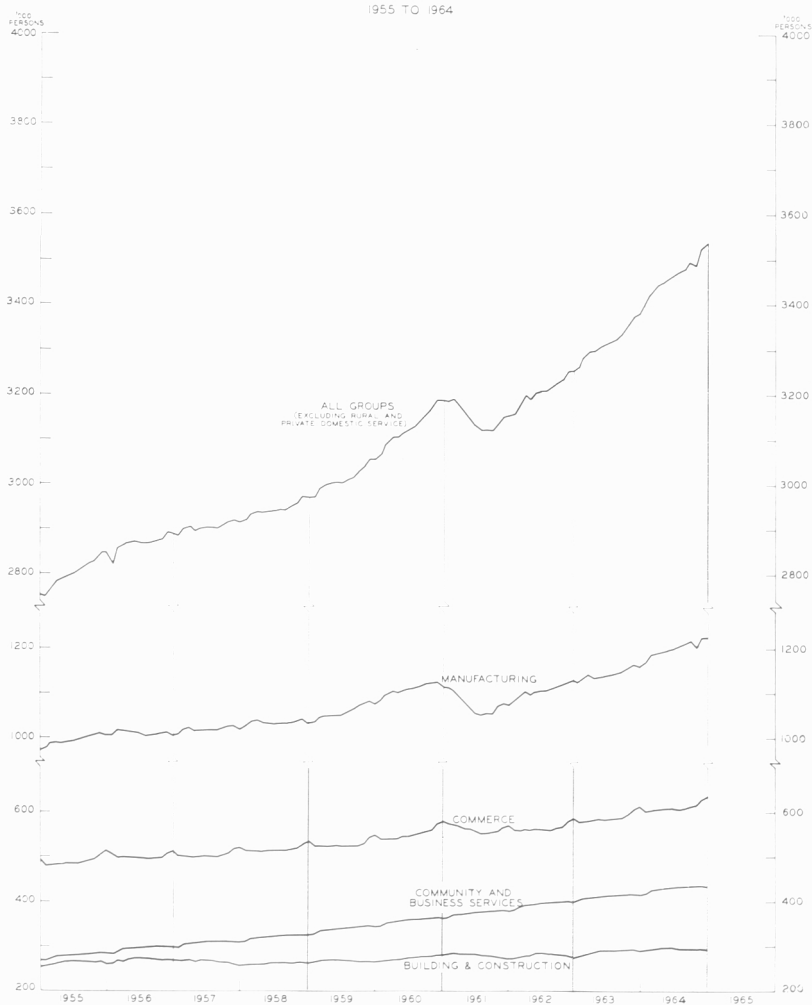
## WORK FORCE



PERSONS IN WORK FORCE 4,224,931

# WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT PRINCIPAL INDUSTRY GROUPS: AUSTRALIA

1955 TO 1964



2. **Total Civilian Employees and Defence Forces.**—The following table shows, for Australia, the estimated numbers of civilian employees (excluding employees in rural industry and private domestic service) and the numbers in the defence forces at June of each of the years 1956 to 1965.

**WAGE AND SALARY EARNERS IN EMPLOYMENT: AUSTRALIA.**  
(EXCLUDING EMPLOYEES IN RURAL INDUSTRY AND PRIVATE DOMESTIC SERVICE.)  
('000.)

June—	Civilian Employees.			Defence Forces.(a)			Total.		
	Males.	Females.	Persons.	Males.	Females.	Persons.	Males.	Females.	Persons.
1956 ..	2,108.0	763.8	2,871.8	49.2	2.0	51.2	2,157.2	765.8	2,923.0
1957 ..	2,128.0	778.6	2,906.6	45.3	1.9	47.2	2,173.3	780.5	2,953.8
1958 ..	2,147.9	794.3	2,942.2	43.9	1.9	45.8	2,191.8	796.2	2,988.0
1959 ..	2,185.6	819.1	3,004.7	45.5	1.8	47.3	2,231.1	820.9	3,052.0
1960 ..	2,256.8	869.7	3,126.5	45.3	1.7	47.0	2,302.1	871.4	3,173.5
1961 ..	2,264.3	868.9	3,133.2	44.3	1.8	46.1	2,308.6	870.7	3,179.3
1962 ..	2,308.0	905.5	3,213.5	45.8	2.0	47.8	2,353.8	907.5	3,261.3
1963 ..	2,376.2	938.6	3,314.8	47.2	2.1	49.3	2,423.4	940.7	3,364.1
1964 ..	2,469.2	991.3	3,460.6	49.6	2.2	51.8	2,518.8	993.5	3,512.4
1965 ..	2,551.0	1,048.9	3,599.9	(b)52.5	2.2	54.7	2,603.5	1,051.1	3,654.6

(a) Permanent defence forces in Australia and overseas. National Service trainees in camp (applicable up to November, 1959) are not included. (b) National servicemen enlisted in the Regular Army Supplement are included from July, 1965.

3. **Civilian Employees.**—(i) *Australia—Industry Groups.*—The following table shows, for Australia, the estimated numbers of wage and salary earners in civilian employment (excluding employees in rural industry and private domestic service) in the principal industry groups at June of each of the years 1959 to 1965. A graph showing employment in the more important groups appears facing this page.

**WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: INDUSTRY GROUPS, AUSTRALIA.**

(EXCLUDING EMPLOYEES IN RURAL INDUSTRY AND PRIVATE DOMESTIC SERVICE, AND DEFENCE FORCES.)  
('000.)

Industry group.	June—						
	1959.	1960.	1961.	1962.	1963.	1964.	1965.
MALES.							
Mining and Quarrying ..	48.4	48.6	48.2	46.3	45.9	46.4	47.7
Manufacturing(a) ..	816.2	853.5	821.6	852.8	879.4	920.9	952.4
Electricity, Gas, Water and Sanitary Services ..	84.3	84.8	88.5	90.2	91.5	93.4	94.6
Building and Construction ..	263.0	267.7	274.8	275.9	281.6	289.9	298.9
Transport and Storage ..	186.0	186.1	190.4	185.1	187.1	192.5	197.9
Communication ..	74.1	74.6	75.2	76.0	76.8	78.3	79.4
Finance and Property ..	69.9	75.5	80.4	82.7	86.2	92.1	96.9
Retail Trade ..	181.7	188.4	191.3	193.5	203.2	210.5	213.8
Wholesale and other Commerce ..	151.9	157.8	161.4	161.0	164.4	170.5	177.0
Public Authority Activities (n.e.i.) ..	92.3	92.3	95.0	97.9	101.7	105.7	110.1
Health, Hospitals, etc. ..	29.2	30.1	31.0	32.7	33.8	35.3	36.2
Education ..	50.6	53.9	57.1	61.7	66.2	69.5	73.1
Amusement, Hotels, Personal Service, etc. ..	65.1	67.3	70.1	70.8	74.6	78.2	83.2
Other(b) ..	72.9	76.2	79.4	81.3	83.9	86.0	89.9
Total ..	2,185.6	2,256.8	2,264.3	2,308.0	2,376.2	2,469.2	2,551.0

(a) As well as employees engaged directly in manufacturing activity, these figures also include the employees of manufacturing enterprises or establishments who are engaged in selling and distribution, etc. (b) Comprises forestry, fishing and trapping; law, order and public safety; religion and social welfare; and other community and business services.

# WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: INDUSTRY GROUPS, AUSTRALIA—continued.

(EXCLUDING EMPLOYEES IN RURAL INDUSTRY AND PRIVATE DOMESTIC SERVICE, AND DEFENCE FORCES.)

('000.)

Industry group.	June—						
	1959.	1960.	1961.	1962.	1963.	1964.	1965.
FEMALES.							
Mining and Quarrying .. ..	1.3	1.3	1.4	1.5	1.6	1.7	1.8
Manufacturing(a) .. ..	235.6	257.2	233.5	252.9	259.7	277.6	294.0
Electricity, Gas, Water and Sanitary Services .. ..	5.6	5.9	6.2	6.3	6.4	6.5	7.0
Building and Construction .. ..	3.9	4.3	4.9	5.0	5.5	5.8	6.6
Transport and Storage .. ..	15.6	16.1	17.0	16.8	17.1	18.1	19.4
Communication .. ..	18.6	18.4	18.3	18.0	18.3	19.2	20.6
Finance and Property .. ..	46.3	51.0	54.2	55.0	56.6	60.0	63.6
Retail Trade .. ..	141.3	148.6	150.7	156.5	162.7	169.5	176.2
Wholesale and Other Commerce .. ..	46.0	47.9	49.2	48.6	50.0	52.1	55.5
Public Authority Activities (n.e.i.) .. ..	32.2	32.9	34.6	35.7	37.2	39.1	42.0
Health, Hospitals, etc. .. ..	94.4	98.4	102.6	106.8	111.4	117.6	124.3
Education .. ..	66.1	70.1	73.7	79.3	83.6	87.9	91.3
Amusement, Hotels, Personal Service, etc. .. ..	74.2	76.4	78.8	78.2	81.8	86.0	93.5
Other(b) .. ..	38.0	41.2	43.8	44.9	46.8	50.3	53.2
<i>Total</i> .. ..	<i>819.1</i>	<i>869.7</i>	<i>868.9</i>	<i>905.5</i>	<i>938.6</i>	<i>991.3</i>	<i>1,048.9</i>

## PERSONS.

Mining and Quarrying .. ..	49.7	49.9	49.6	47.8	47.5	48.1	49.5
Manufacturing(a) .. ..	1,051.8	1,110.7	1,055.1	1,105.7	1,139.1	1,198.5	1,246.4
Electricity, Gas, Water and Sanitary Services .. ..	89.9	90.7	94.7	96.5	97.9	99.9	101.6
Building and Construction .. ..	266.9	272.0	279.7	280.9	287.1	295.7	305.5
Transport and Storage .. ..	201.6	202.2	207.4	201.9	204.2	210.6	217.3
Communication .. ..	92.7	93.0	93.5	94.0	95.1	97.5	100.0
Finance and Property .. ..	116.2	126.5	134.6	137.7	142.8	152.1	160.4
Retail Trade .. ..	323.0	337.0	342.0	350.1	365.9	380.0	389.9
Wholesale and Other Commerce .. ..	197.9	205.7	210.6	209.6	214.4	222.6	232.5
Public Authority Activities (n.e.i.) .. ..	124.5	125.2	129.6	133.6	138.9	144.8	152.1
Health, Hospitals, etc. .. ..	123.6	128.5	133.6	139.5	145.2	152.9	160.5
Education .. ..	116.7	124.0	130.7	141.0	149.7	157.4	164.4
Amusement, Hotels, Personal Service, etc. .. ..	139.3	143.7	148.9	149.0	156.4	164.2	176.7
Other(b) .. ..	110.9	117.4	123.2	126.2	130.7	136.3	143.2
<i>Total</i> .. ..	<i>3,004.7</i>	<i>3,126.5</i>	<i>3,133.2</i>	<i>3,213.5</i>	<i>3,314.8</i>	<i>3,460.6</i>	<i>3,599.9</i>

(a) As well as employees engaged directly in manufacturing activity, these figures also include the employees of manufacturing enterprises or establishments who are engaged in selling and distribution, etc.  
 (b) Comprises forestry, fishing and trapping; law, order and public safety; religion and social welfare; and other community and business services.

(ii) *States and Territories—Totals.*—Estimates of the numbers of wage and salary earners (excluding employees in rural industry, private domestic service and defence forces) are shown in the following table for each State and Territory at June of each of the years 1956 to 1965.

## WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT.

(EXCLUDING EMPLOYEES IN RURAL INDUSTRY AND PRIVATE DOMESTIC SERVICE, AND DEFENCE FORCES.)

('000.)

June—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aus- tralia.
MALES.									
1956..	812.0	592.6	281.1	194.0	144.7	67.6	5.6	10.4	2,108.0
1957..	823.5	599.1	282.7	193.3	143.3	68.2	6.3	11.6	2,128.0
1958..	826.4	610.0	284.6	194.5	143.1	69.5	6.3	13.5	2,147.9
1959..	836.3	621.8	290.0	201.1	144.9	70.4	6.9	14.2	2,185.6
1960..	870.6	643.5	293.7	206.4	147.5	72.6	7.2	15.3	2,256.8
1961..	876.5	643.6	291.7	207.5	148.5	73.2	7.3	16.0	2,264.3
1962..	894.2	654.3	294.5	211.2	154.7	73.6	7.5	18.0	2,308.0
1963..	914.2	675.2	304.5	219.6	159.4	74.9	8.0	20.4	2,376.2
1964..	947.9	702.8	316.8	229.1	164.3	77.5	8.9	21.9	2,469.2
1965..	974.8	722.9	329.8	239.7	171.5	78.5	9.6	24.2	2,551.0

## FEMALES.

1956..	298.2	235.7	92.1	64.0	46.3	22.4	1.5	3.6	763.8
1957..	307.2	238.8	94.6	64.1	46.1	22.2	1.6	4.0	778.6
1958..	312.5	244.2	95.5	65.9	47.3	22.9	1.7	4.3	794.3
1959..	321.3	253.4	97.7	68.4	48.4	23.2	1.9	4.8	819.1
1960..	342.7	269.7	102.3	72.6	50.4	24.5	2.0	5.5	869.7
1961..	343.6	266.2	102.1	72.3	51.2	24.9	2.3	6.3	868.9
1962..	359.0	276.5	104.7	76.7	53.4	25.5	2.5	7.2	905.5
1963..	370.8	285.4	108.9	80.9	55.5	25.5	2.9	8.7	938.6
1964..	390.7	300.6	115.5	86.0	58.5	27.0	3.0	10.0	991.3
1965..	411.9	315.5	122.9	93.2	62.9	27.8	3.2	11.5	1,048.9

## PERSONS.

1956..	1,110.2	828.3	373.2	258.0	191.0	90.0	7.1	14.0	2,871.8
1957..	1,130.7	837.9	377.3	257.4	189.4	90.4	7.9	15.6	2,906.6
1958..	1,138.9	854.2	380.1	260.4	190.4	92.4	8.0	17.8	2,942.2
1959..	1,157.6	875.2	387.7	269.5	193.3	93.6	8.8	19.0	3,004.7
1960..	1,213.3	913.2	396.0	279.0	197.9	97.1	9.2	20.8	3,126.5
1961..	1,220.1	909.8	393.8	279.8	199.7	98.1	9.6	22.3	3,133.2
1962..	1,253.2	930.8	399.2	287.9	208.1	99.1	10.0	25.2	3,213.5
1963..	1,285.0	960.6	413.4	300.5	214.9	100.4	10.9	29.1	3,314.8
1964..	1,338.6	1,003.3	432.3	315.2	222.9	104.5	11.9	31.9	3,460.6
1965..	1,386.7	1,038.4	452.7	332.9	234.4	106.3	12.8	35.7	3,599.9

(a) Includes persons employed in the Australian Capital Territory who reside in adjoining areas.

(iii) *Australia, 1947 to 1965.*—As explained on page 192 figures shown for periods prior to June, 1954, have been estimated on a basis approximately comparable with that for later periods in order to provide a broad measure of long-term trends. Particulars for June of each year from 1947 to 1965 and averages for the years 1947–48 to 1964–65 are shown in the following table.

**WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: AUSTRALIA.**  
(EXCLUDING EMPLOYEES IN RURAL INDUSTRY AND PRIVATE DOMESTIC SERVICE, AND  
DEFENCE FORCES.)  
(‘000.)

June—	Males.	Females.	Persons.	Average for Year ended June—	Males.	Females.	Persons.
1947 .. ..	1,627	616	2,243	.. ..	.. ..	.. ..	.. ..
1948 .. ..	1,713	638	2,351	1948 .. ..	1,673	630	2,303
1949(a) .. ..	1,782	659	2,441	1949(a) .. ..	1,748	652	2,400
1950 .. ..	1,868	686	2,554	1950 .. ..	1,815	671	2,486
1951 .. ..	1,936	717	2,653	1951 .. ..	1,903	705	2,608
1952 .. ..	1,947	673	2,620	1952 .. ..	1,952	705	2,657
1953 .. ..	1,932	666	2,598	1953 .. ..	1,918	663	2,581
1954 .. ..	2,004	701	2,705	1954 .. ..	1,965	690	2,655
1955 .. ..	2,067	736	2,803	1955 .. ..	2,034	723	2,757
1956 .. ..	2,108	764	2,872	1956 .. ..	2,091	757	2,848
1957 .. ..	2,128	779	2,907	1957 .. ..	2,117	774	2,891
1958 .. ..	2,148	794	2,942	1958 .. ..	2,134	791	2,925
1959 .. ..	2,186	819	3,005	1959 .. ..	2,169	809	2,978
1960 .. ..	2,257	870	3,127	1960 .. ..	2,223	848	3,071
1961 .. ..	2,264	869	3,133	1961 .. ..	2,282	884	3,166
1962 .. ..	2,308	906	3,214	1962 .. ..	2,277	888	3,165
1963 .. ..	2,376	939	3,315	1963 .. ..	2,341	927	3,268
1964 .. ..	2,469	992	3,461	1964 .. ..	2,427	969	3,396
1965(a) .. ..	2,551	1,049	3,600	1965 .. ..	2,512	1,026	3,538

(a) Affected by industrial disputes.

(iv) *Private and Government.*—The following table shows, for Australia, the estimated numbers of private and government civilian employees (excluding employees in rural industry and private domestic service) at June of each of the years 1956 to 1965. Further particulars of government employees are given in para. 4 below.

**WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: AUSTRALIA.**  
(EXCLUDING EMPLOYEES IN RURAL INDUSTRY AND PRIVATE DOMESTIC SERVICE, AND  
DEFENCE FORCES.)  
(‘000.)

June—	Private.			Government.(a)			Total.		
	Males.	Females.	Persons.	Males.	Females.	Persons.	Males.	Females.	Persons.
1956.. ..	1,486.1	636.5	2,122.6	621.9	127.3	749.2	2,108.0	763.8	2,871.8
1957.. ..	1,502.8	648.2	2,151.0	625.2	130.4	755.6	2,128.0	778.6	2,906.6
1958.. ..	1,507.9	660.0	2,167.9	640.0	134.3	774.3	2,147.9	794.3	2,942.2
1959.. ..	1,532.7	678.2	2,210.9	652.9	140.9	793.8	2,185.6	819.1	3,004.7
1960.. ..	1,605.0	722.6	2,327.6	651.8	147.1	798.9	2,256.8	869.7	3,126.5
1961.. ..	1,594.6	714.5	2,309.1	669.7	154.4	824.1	2,264.3	868.9	3,133.2
1962.. ..	1,626.4	744.7	2,371.1	681.6	160.8	842.4	2,308.0	905.5	3,213.5
1963.. ..	1,680.8	771.5	2,452.3	695.4	167.1	862.5	2,376.2	938.6	3,314.8
1964.. ..	1,762.1	815.0	2,577.2	707.1	176.3	883.4	2,469.2	991.3	3,460.6
1965.. ..	1,832.4	861.4	2,693.8	718.6	187.5	906.1	2,551.0	1,048.9	3,599.9

(a) Includes employees, within Australia, of government authorities (Commonwealth, State, local and semi-government) on services such as railways, tramways, banks, post office, air transport, education (including universities), broadcasting, television, police, public works, factories and munitions establishments, departmental hospitals and institutions, migrant hostels, etc., as well as administrative employees. See para. 4 below.

4. *Government Employees.*—(i) *States and Territories.*—The numbers of civilian employees of Commonwealth, State and local government authorities in each State and Territory at June, 1965, are shown in the following table. These include employees, within Australia, of government authorities on

services such as railways, tramways, banks, post office, air transport, education (including universities), broadcasting, television, police, public works, factories and munitions establishments, departmental hospitals and institutions, migrant hostels, etc., as well as administrative employees.

**CIVILIAN EMPLOYEES OF GOVERNMENT AUTHORITIES, JUNE, 1965.(a)**  
(’000.)

State or Territory.	Commonwealth Government.(b)			State Government.(b)			Local Government.			Total.(b)		
	Males.	Fe-males.	Per-sons.	Males.	Fe-males.	Per-sons.	Males.	Fe-males.	Per-sons.	Males.	Fe-males.	Per-sons.
N.S.W.	69.4	20.2	89.7	148.1	43.2	191.2	39.5	4.6	44.1	257.0	68.0	324.9
Vic. . .	58.9	16.9	75.7	114.2	31.1	145.3	15.7	2.1	17.8	188.8	50.0	238.8
Qld. . .	20.5	5.6	26.1	66.8	13.8	80.6	17.9	1.3	19.2	105.2	20.7	125.9
S.A. . .	20.8	4.9	25.7	43.7	16.0	59.6	4.3	0.5	4.8	68.8	21.3	90.1
W.A. . .	11.0	2.8	13.7	40.7	10.2	50.9	4.6	0.5	5.1	56.3	13.5	69.8
Tas. . .	4.8	1.3	6.2	17.5	4.7	22.2	2.1	0.2	2.3	24.4	6.2	30.7
N.T. . .	4.4	1.5	5.8	..	..	..	0.1	..	0.1	4.4	1.5	5.9
A.C.T.	13.7	6.3	20.0	..	..	..	..	..	..	13.7	6.3	20.0
<b>Australia</b>	<b>203.5</b>	<b>59.4</b>	<b>262.9</b>	<b>430.9</b>	<b>118.9</b>	<b>549.8</b>	<b>84.2</b>	<b>9.2</b>	<b>93.4</b>	<b>718.6</b>	<b>187.5</b>	<b>906.1</b>

(a) Excludes State and local government employees engaged in rural industry or in private homes as employees of government emergency housekeeper services (3.4 thousand persons in June, 1965). Also excludes defence forces (see table on page 193). (b) Includes semi-government authorities. See explanation above.

(ii) *Australia*.—The following table shows at June in each of the years 1956 to 1965 the number of civilian employees of Commonwealth, State and local government authorities.

**CIVILIAN EMPLOYEES OF GOVERNMENT AUTHORITIES: AUSTRALIA.(a)**  
(’000.)

June—	Commonwealth Government.(b)			State Government.(b)			Local Government.			Total.(b)		
	Males.	Fe-males.	Per-sons.	Males.	Fe-males.	Per-sons.	Males.	Fe-males.	Per-sons.	Males.	Fe-males.	Per-sons.
1956 ..	166.8	46.7	213.5	390.7	74.6	465.3	64.4	6.0	70.4	621.9	127.3	749.2
1957 ..	169.7	46.2	215.9	391.0	78.1	469.1	64.5	6.1	70.6	625.2	130.4	755.6
1958 ..	174.5	46.3	220.8	398.3	81.6	479.9	67.2	6.4	73.6	640.0	134.3	774.3
1959 ..	176.9	47.6	224.5	406.2	86.4	492.6	69.8	6.9	76.7	652.9	140.9	793.8
1960 ..	178.5	48.5	227.0	400.6	91.3	491.9	72.7	7.3	80.0	651.8	147.1	798.9
1961 ..	182.0	49.7	231.7	411.5	96.9	508.4	76.2	7.8	84.0	669.7	154.4	824.1
1962 ..	185.3	50.0	235.3	417.2	102.8	520.0	79.1	8.0	87.1	681.6	160.8	842.4
1963 ..	189.7	51.4	241.1	424.6	107.3	531.9	81.1	8.4	89.5	695.4	167.1	862.5
1964 ..	196.0	54.4	250.4	428.9	113.2	542.1	82.2	8.7	90.9	707.1	176.3	883.4
1965 ..	203.5	59.4	262.9	430.9	118.9	549.8	84.2	9.2	93.4	718.6	187.5	906.1

See footnotes to previous table.

## § 5. Commonwealth Employment Service.

1. *General*.—Statutory warrant for the Commonwealth Employment Service (C.E.S.) is to be found in the *Re-establishment and Employment Act 1945–1962* (sections 47 and 48). In brief, the main functions of the Service are to assist people seeking employment to obtain positions best suited to their training, experience, abilities and qualifications, and to assist employers seeking labour to obtain employees best suited to their needs.



The organization and functions of the C.E.S. conform to the provisions of the Employment Service Convention 1948 of the International Labour Organisation, which was ratified by Australia in December, 1949. In addition, C.E.S. practices substantially comply with the provisions of the I.L.O. Employment Service Recommendation, 1948.

The C.E.S. functions within the Employment and Industrial Services Division of the Department of Labour and National Service on a decentralized basis. The Central Office is in Melbourne and there is a Regional Office in the capital city of each State. There are 148 District Employment Offices and Branch Offices in suburban and the larger provincial centres and 321 agents in the smaller country centres. The District Employment Offices and Branch Offices are distributed as follows: New South Wales, 54; Victoria, 37; Queensland, 24; South Australia, 13; Western Australia, 13; Tasmania, 4; Northern Territory, 2; Australian Capital Territory, 1.

The C.E.S. provides specialized facilities for young people, persons with physical and mental handicaps, ex-members of the defence forces, migrants, rural workers and persons with professional and technical qualifications. Vocational guidance is provided free of charge by a staff of qualified psychologists. It is available to any person, but is provided particularly for young people, ex-servicemen and the physically handicapped. In New South Wales, the State Department of Labour and Industry provides this service, mainly to young people leaving school.

The C.E.S. has responsibilities in the administration of the unemployment benefits provided under the *Social Services Act* 1947–1965. All applicants for benefits must register at a District Employment Office or agency of the C.E.S., which is responsible for certifying whether or not suitable employment can be offered to them.

The C.E.S. is responsible for placing in employment migrant workers sponsored by the Commonwealth under the Commonwealth Nomination and similar schemes. This includes arranging for them to move to their initial employment and for their admission, if necessary, to Commonwealth migrant hostels. Assistance to obtain employment is provided to other migrants as required. From the inception of the various free and assisted schemes, including the Displaced Persons Scheme, to the end of December, 1965, about 236,000 British and European migrant workers had been placed in initial employment by the C.E.S. Since 1951, it has been responsible for recruiting Australian experts for overseas service under the Colombo Plan and the United Nations Expanded Programme of Technical Assistance, now replaced by the U.N. Development Programme. The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health, and economic and scientific research and development.

In association with placement activities, regular surveys of the labour market are carried out, and detailed information is supplied to interested Commonwealth and State Government departments and instrumentalities and to the public. Employers, employees and other interested persons are advised on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

The Service completed its twentieth year of operation in May, 1966. During the year ended 31st December, 1965, there were 934,904 applicants who registered for employment, of whom 723,717 were referred to employers and 424,270 placed in employment. New vacancies notified by employers numbered 632,334 and vacancies unfilled at the end of December, 1965, 60,351.

2. **Persons Registered for Employment.**—The following table shows the number of persons who claimed, when registering for employment with the Commonwealth Employment Service, that they were not employed and who were recorded as unplaced. The figures include those persons who were referred to employers and those who may have obtained employment without notifying the C.E.S. They include persons in receipt of unemployment benefit (*see p. 201*).

**PERSONS REGISTERED FOR EMPLOYMENT WITH THE COMMONWEALTH EMPLOYMENT SERVICE.**

(Source: Department of Labour and National Service.)

Month.(a)	N.S.W.(b)	Vic.	Qld.	S.A.(c)	W.A.	Tas.	Aust.
1955—June ..	6,960	4,009	3,706	1,207	2,681	560	19,123
1956—June ..	10,938	8,487	5,099	1,948	4,492	553	31,517
1957—June ..	19,189	13,785	8,957	3,363	5,346	1,585	52,225
1958—June ..	25,690	15,606	12,227	5,082	6,308	2,231	67,144
1959—June ..	26,957	14,584	12,026	3,958	6,074	2,109	65,708
1960—June ..	15,848	11,333	8,587	4,547	4,694	2,204	47,213
1961—June ..	42,793	30,764	19,263	9,035	6,616	3,213	111,684
1962—June ..	34,869	26,160	16,284	6,886	5,320	3,609	93,128
1963—June ..	34,258	19,135	12,055	6,479	6,053	3,427	81,407
1964—June ..	18,400	10,137	7,558	4,339	5,141	2,968	48,543
1964—July ..	16,896	9,244	5,904	4,190	5,433	3,443	45,110
August ..	14,896	7,928	5,094	3,502	5,011	3,147	39,578
September ..	12,831	7,193	5,113	3,099	3,966	2,964	35,166
October ..	13,346	6,898	5,452	5,709	3,463	2,626	37,494
November ..	13,987	6,376	8,040	2,948	3,366	2,336	37,053
December ..	17,002	11,669	12,406	4,803	5,168	3,458	54,506
1965—January ..	20,475	13,462	14,310	5,458	6,087	3,231	63,023
February ..	17,040	9,735	11,651	4,610	5,134	2,577	50,747
March ..	14,612	8,129	9,889	3,420	3,927	1,694	41,671
April ..	14,769	8,471	9,420	3,307	3,337	1,710	41,014
May ..	14,882	8,450	9,958	3,422	3,150	1,981	41,843
June ..	15,670	8,771	8,360	3,533	3,576	2,235	42,145

(a) Generally at Friday nearest end of month.

(b) Includes the Australian Capital Territory.

(c) Includes the Northern Territory.

## § 6. Commonwealth Unemployment, Sickness and Special Benefits.

1. **General.**—Unemployment and sickness benefits are paid to men over 16 and under 65 years of age, and women over 16 and under 60 years of age, who are unemployed or who are temporarily incapacitated for work and thereby suffer loss of income. They must have been living in Australia during the preceding twelve months or be likely to remain permanently in Australia. A person receiving an age, invalid or widow's pension, or a service pension (as distinct from a war pension) under the *Repatriation Act* 1920–1965, or a tuberculosis allowance, is ineligible to receive a benefit.

To qualify for an unemployment benefit, a person must establish that he is unemployed and that his unemployment is not due to his being a direct participant in a strike, that he is capable and willing to undertake suitable work, and that he has taken reasonable steps to obtain such work. Registration with the local Commonwealth District Employment Office is necessary.

To qualify for a sickness benefit, a person must establish that he is temporarily incapacitated for work because of sickness or accident and that he has thereby suffered a loss of salary, wages or other income.

A married woman is not eligible to receive a sickness benefit if it is reasonably possible for her husband to maintain her. Where her husband is able to maintain her only partially, a benefit may be paid at such rate as is considered reasonable in the circumstances. In exceptional cases a married woman may qualify for an unemployment benefit in her own right.

A special benefit may be granted to a person not qualified for unemployment or sickness benefit who is not receiving an age, invalid, widow's or service pension, a wife's allowance or a tuberculosis allowance, if because of age, physical or mental disability or domestic circumstances, or for any other reason, he is unable to earn a sufficient livelihood for himself and his dependants. Recipients of special benefits include, among others, persons caring for invalid parents, deserted wives, and naturalized persons ineligible for age, invalid or widows' pensions.

Special benefits are also paid to migrants who are in reception centres and are awaiting their first placement in employment in Australia. During this time they receive a short instruction in English and in Australian conditions to facilitate their assimilation into the community and employment.

Aboriginals, other than those who are nomadic or primitive, are eligible for these benefits on the same conditions as other members of the community.

Information as to the numbers of persons receiving sickness and special benefits and the amounts paid in benefit may be obtained from the *Official Year Book* and the *Quarterly Summary of Australian Statistics*.

**2. Rates of Benefit.**—The maximum weekly rates of benefit payable and permissible income in respect of benefit periods which commenced on or after 1st March, 1962, are as follows.

Age and marital status of claimant.			Maximum weekly rate.	Permissible weekly income.
			\$	\$
Unmarried person under 18 years of age ..	..	..	3.50	2.00
Unmarried person 18 to 20 years of age ..	..	..	4.75	2.00
All others .. .. .	..	..	8.25	4.00

An additional benefit of \$6 a week may be paid for a dependent spouse and \$1.50 a week for each dependent child under 16 years of age if resident in Australia. Additional benefit, at the same rate as that for a dependent spouse, may be paid where a woman is keeping house for a claimant who has one or more children under 16 years of age in his care. It may be granted only if no such benefit is payable for his wife and the housekeeper is substantially dependent on him but not employed by him.

The weekly rate of benefit is reduced by the amount by which a beneficiary's other income exceeds the amount shown in the relevant line of the final column in the table above. For unemployment benefit purposes the income of the spouse is also taken into account, unless the claimant and his spouse are permanently separated. For sickness benefit purposes, the income from an approved friendly society or other similar approved body in respect of the incapacity for which sickness benefit is payable is disregarded. "Income" does not include child endowment, or other payments for children, Commonwealth hospital and pharmaceutical benefits or an amount paid in reimbursement of medical, dental or similar expenses. There is no means test on property.

The amount of compensation, damages or similar payment, or war pension, if paid in respect of the same incapacity as that for which sickness benefit is claimed, is deducted from the sickness benefit. If not paid in respect of the same incapacity, compensation is regarded as income and war pension is ignored.

There is a waiting period of seven days for which unemployment or sickness benefit is not payable.

3. **Unemployment Benefit.**—(i) *Number on Benefit.*—The following table shows the number of persons on benefit in June of each of the years 1959 to 1964 and in each month from July, 1964 to June, 1965. Current figures are published in the monthly bulletin *Employment and Unemployment*.

## NUMBER OF PERSONS RECEIVING UNEMPLOYMENT BENEFIT.

(Source: Department of Social Services.)

Month.(a)	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia.		
									Males.	Fe-males.	Per-sons.
1959—June ..	12,062	6,013	4,477	1,332	2,939	670	5	30	19,691	7,837	27,528
1960—June ..	5,605	3,676	3,064	1,380	2,293	500	3	20	11,399	5,142	16,541
1961—June ..	19,574	16,089	9,632	4,042	3,417	1,336	14	150	42,479	11,775	54,254
1962—June ..	16,967	14,338	7,432	3,057	2,667	1,778	17	68	32,401	13,923	46,324
1963—June ..	16,834	8,548	5,353	2,441	3,179	1,777	3	53	24,200	13,988	38,188
1964—June ..	6,851	3,380	2,803	1,267	2,367	1,399	6	56	9,478	8,651	18,129
1964—July ..	6,481	3,290	2,131	1,156	2,619	1,702	10	49	9,314	8,124	17,438
August ..	5,437	2,775	1,667	942	2,328	1,732	5	38	8,001	6,923	14,924
September ..	4,417	2,284	1,550	804	1,903	1,595	2	32	6,629	5,958	12,587
October ..	3,875	1,915	1,744	696	1,511	1,395	3	21	5,857	5,303	11,160
November ..	3,791	1,778	1,963	601	1,376	1,115	1	33	5,386	5,272	10,658
December ..	5,062	2,089	3,436	784	1,832	1,060	2	43	8,007	6,301	14,308
1965—January ..	5,302	2,277	4,541	949	1,847	876	5	34	9,026	6,805	15,831
February ..	4,551	1,751	4,269	811	1,463	828	6	19	7,168	6,530	13,698
March ..	4,061	1,661	3,846	640	1,231	542	8	15	5,907	6,097	12,004
April ..	4,466	1,823	3,636	696	1,160	538	3	14	6,221	6,115	12,336
May ..	4,382	1,890	3,894	600	1,069	728	2	20	6,729	5,856	12,585
June ..	4,667	1,960	3,239	703	1,137	926	6	18	6,753	5,903	12,656

(a) Number on benefit at last Saturday of month.

(ii) *Amounts Paid.*—The amounts paid in unemployment benefit for each of the years 1957–58 to 1964–65 are shown in the following table. Current figures are published in the *Quarterly Summary of Australian Statistics*.

## UNEMPLOYMENT BENEFIT PAYMENTS.

(\$'000.)

Period.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia.
1957–58 ..	3,453	2,024	2,564	611	965	208	4	11	9,840
1958–59 ..	4,844	2,449	2,306	725	1,308	270	2	14	11,918
1959–60 ..	3,202	1,871	2,053	498	1,129	242	2	12	9,009
1960–61 ..	2,653	1,791	2,599	686	958	229	8	12	8,937
1961–62 ..	8,804	7,207	5,272	1,786	1,452	696	13	44	25,274
1962–63 ..	8,176	5,195	4,496	1,185	1,438	783	7	22	21,301
1963–64 ..	5,084	2,750	2,694	751	1,403	750	4	22	13,458
1964–65 ..	2,227	1,150	1,587	390	842	583	3	15	6,807

### § 7. Industrial Disputes.

1. **General.**—The collection of information relating to industrial disputes involving a stoppage of work in Australia was initiated by this Bureau at the beginning of the year 1913. Particulars for the first complete year were published in Labour Report No. 5 and for following years in subsequent issues. Current figures are published in a quarterly Statistical Bulletin. A summary of the yearly figures since 1913 will be found in the Appendix, Section XI.

The statistics of industrial disputes are compiled from data obtained from the following sources—(a) direct collections from employers and trade unions concerning individual disputes; (b) reports from government departments and authorities; (c) reports of State and Commonwealth industrial authorities; and (d) information contained in trade journals, employer and trade union publications, and newspaper reports.

In the tables in the following pages details of industrial disputes for the year 1964 and earlier years are given. The statistics relate only to disputes involving stoppages of work of 10 man-days or more in the establishment where the stoppage occurred. Effects on other establishments because of lack of materials, disruption of transport services, power cuts, etc. are not measured by these statistics.

In addition to details of disputes in industry groups for each State and Australia, statistics of causes, duration and methods of settlement are included in tables in this section. Because of the importance of disputes in the coal mining and stevedoring industries and their differing pattern from those in other industries, statistics for these industries have been shown separately in a number of the tables.

2. **Industry Groups.**—(i) *States and Territories.* In the following table particulars of industrial disputes (involving a stoppage of work of 10 man-days or more) which occurred during 1964 are shown for each State and Territory according to industry group.

A graph showing, for the years 1952 to 1964, the working days lost as a result of industrial disputes in the main industry groups is shown facing page 224.

## INDUSTRIAL DISPUTES(a): INDUSTRY GROUPS, 1964.

Industry Group.	Number.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (\$'000.) (c)
		Directly.	Indirectly. (b)	Total.		
<i>New South Wales.</i>						
Coal Mining .. .. .	191	33,234	..	33,234	31,519	305.6
Other Mining and Quarrying .. .. .	2	1,321	402	1,723	5,400	81.8
Engineering, Metals, Vehicles, etc. .. .	263	61,583	5,486	67,069	87,449	786.6
Textiles, Clothing and Footwear .. .	4	2,227	..	2,227	7,977	63.8
Food, Drink and Tobacco .. .. .	27	10,464	906	11,370	26,256	196.1
Paper, Printing, etc. .. .. .	7	634	..	634	1,008	10.6
Other Manufacturing .. .. .	61	10,672	178	10,850	21,726	207.3
Building and Construction .. .. .	83	13,389	99	13,488	35,448	357.0
Railway and Tramway Services .. .. .	8	1,282	..	1,282	2,206	18.2
Road and Air Transport .. .. .	19	20,955	495	21,450	53,264	505.1
Stevedoring .. .. .	151	63,115	..	63,115	39,835	394.5
Amusement, Hotels, Personal Service, etc. .. .. .	6	283	..	283	499	5.0
Other Industries(d) .. .. .	6	2,351	..	2,351	7,981	64.7
<i>Total</i> .. .. .	<i>828</i>	<i>221,510</i>	<i>7,566</i>	<i>229,076</i>	<i>320,568</i>	<i>2,996.2</i>
<i>Victoria.(e)</i>						
Coal Mining .. .. .	..	210	..	210	210	3.2
Engineering, Metals, Vehicles, etc. .. .	58	55,545	415	55,960	202,429	2,029.4
Food, Drink and Tobacco .. .. .	11	2,527	608	3,135	8,711	78.0
Paper, Printing, etc. .. .. .	2	430	19	449	1,080	7.6
Other Manufacturing .. .. .	25	17,323	108	17,431	25,336	229.4
Building and Construction .. .. .	24	14,508	77	14,585	22,981	203.4
Railway and Tramway Services .. .. .	5	44,370	12	44,382	45,000	349.7
Road and Air Transport .. .. .	2	131	..	131	164	1.4
Stevedoring .. .. .	72	46,408	..	46,408	49,374	491.3
Amusement, Hotels, Personal Service, etc. .. .. .	1	23	..	23	265	2.2
Other Industries(d) .. .. .	6	7,361	..	7,361	4,017	32.5
<i>Total</i> .. .. .	<i>206</i>	<i>188,836</i>	<i>1,239</i>	<i>190,075</i>	<i>359,567</i>	<i>3,428.2</i>
<i>Queensland.(e)</i>						
Coal Mining .. .. .	32	1,870	..	1,870	2,532	25.5
Other Mining and Quarrying .. .. .	5	4,122	3,239	7,361	25,666	321.3
Engineering, Metals, Vehicles, etc. .. .	23	22,732	38	22,770	30,316	256.1
Food, Drink and Tobacco .. .. .	45	9,126	4,409	13,535	57,183	476.7
Other Manufacturing .. .. .	2	123	..	123	100	1.1
Building and Construction .. .. .	18	11,244	59	11,303	7,670	66.9
Railway and Tramway Services .. .. .	6	8,484	..	8,484	13,739	113.0
Road and Air Transport .. .. .	1	67	..	67	265	2.3
Stevedoring .. .. .	60	24,012	..	24,012	15,547	156.2
Amusement, Hotels, Personal Service, etc. .. .. .	1	39	..	39	39	0.4
Other Industries(d) .. .. .	5	3,132	..	3,132	4,514	33.7
<i>Total</i> .. .. .	<i>198</i>	<i>84,951</i>	<i>7,745</i>	<i>92,696</i>	<i>157,571</i>	<i>1,453.3</i>
<i>South Australia.</i>						
Engineering, Metals, Vehicles, etc. .. .	22	8,523	109	8,632	54,803	507.6
Food, Drink and Tobacco .. .. .	4	1,027	80	1,107	464	3.1
Sawmilling, Furniture, etc. .. .. .	1	258	..	258	60	0.5
Other Manufacturing .. .. .	7	749	..	749	1,287	12.3
Building and Construction .. .. .	4	322	..	322	123	1.2
Road and Air Transport .. .. .	1	12	..	12	60	0.6
Stevedoring .. .. .	16	11,960	..	11,960	5,988	60.0
<i>Total</i> .. .. .	<i>55</i>	<i>22,851</i>	<i>189</i>	<i>23,040</i>	<i>62,785</i>	<i>585.2</i>

For footnotes see next page.

## INDUSTRIAL DISPUTES(a): INDUSTRY GROUPS, 1964—continued.

Industry Group.	Number.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (\$'000.) (c)
		Directly.	Indirectly. (b)	Total.		
<i>Western Australia.</i>						
Engineering, Metals, Vehicles, etc. . .	5	497	..	497	1,438	10.8
Food, Drink and Tobacco ..	3	80	66	146	146	1.2
Building and Construction ..	5	630	6	636	1,349	11.9
Railway and Tramway Services ..	1	1,494	..	1,494	2,250	21.0
Road and Air Transport ..	1	600	..	600	280	2.1
Stevedoring ..	10	2,507	..	2,507	1,625	15.5
Other Industries(d) ..	1	285	..	285	60	..
<i>Total</i> .. ..	26	6,093	72	6,165	7,148	62.6
<i>Tasmania.</i>						
Engineering, Metals, Vehicles, etc. . .	2	51	..	51	64	0.5
Other Manufacturing ..	1	822	..	822	822	6.9
Building and Construction ..	1	40	..	40	204	2.0
Stevedoring ..	4	985	..	985	849	8.6
<i>Total</i> .. ..	8	1,898	..	1,898	1,939	18.0
<i>Northern Territory.</i>						
Food, Drink and Tobacco ..	1	76	..	76	54	0.5
Building and Construction ..	1	30	..	30	45	0.4
Stevedoring ..	4	496	..	496	338	3.4
<i>Total</i> .. ..	6	602	..	602	437	4.3
<i>Australian Capital Territory.(e)</i>						
Engineering, Metals, Vehicles, etc. . .	..	500	..	500	65	0.6
Food, Drink and Tobacco ..	3	87	..	87	136	1.3
Building and Construction ..	4	989	..	989	1,062	10.4
Road and Air Transport ..	..	300	..	300	40	0.4
Amusement, Hotels, Personal Service, etc. . .	..	200	..	200	40	0.4
<i>Total</i> .. ..	7	2,076	..	2,076	1,343	13.1
<i>Australia.</i>						
Agriculture, Grazing, etc. . .	..	..	..	..	..	..
Coal Mining ..	223	35,314	..	35,314	34,261	334.4
Other Mining and Quarrying ..	7	5,443	3,641	9,084	31,066	403.1
Engineering, Metals, Vehicles, etc. . .	373	149,431	6,048	155,479	376,564	3,591.7
Textiles, Clothing and Footwear ..	4	2,227	..	2,227	7,977	63.8
Food, Drink and Tobacco ..	94	23,387	6,069	29,456	92,950	757.0
Sawmilling, Furniture, etc. . .	1	258	..	258	60	0.5
Paper, Printing, etc. . .	9	1,064	19	1,083	2,088	18.2
Other Manufacturing ..	96	29,689	286	29,975	49,271	456.9
Building and Construction ..	140	41,152	241	41,393	68,882	653.2
Railway and Tramway Services ..	20	55,630	12	55,642	63,195	501.9
Road and Air Transport ..	24	22,065	495	22,560	54,073	511.8
Stevedoring ..	317	149,483	..	149,483	113,556	1,129.6
Amusement, Hotels, Personal Service, etc. . .	8	545	..	545	843	8.0
Other Industries(d) ..	18	13,129	..	13,129	16,572	131.0
<i>Total</i> .. ..	1,334	528,817	16,811	545,628	911,358	8,560.9

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute. (c) For "Estimated Loss in Wages" any discrepancies between totals and sums of components are due to rounding. (d) Includes Communication; Finance and Property; Wholesale and Retail Trade; and Public Authority (n.e.i.) and Community and Business Services. (e) An industrial dispute involving workers in more than one industry group in a State is counted once only in the statistics of "Number". In such a case it is included in the industry group which had the largest number of workers involved. Figures of "Workers Involved", "Working Days Lost" and "Estimated Loss in Wages" are allocated to their respective industry groups.

(ii) *Australia.* The following table shows, for various industry groups, the number of industrial disputes, the number of workers involved, and the losses in working days and wages for each of the years 1959 to 1964.

## INDUSTRIAL DISPUTES(a): AUSTRALIA.

Industry Group.	1959.	1960.	1961.	1962.	1963.	1964.
NUMBER.						
Coal Mining .. .. .	330	329	235	299	222	223
Other Mining and Quarrying .. .. .	15	13	9	5	9	7
Manufacturing .. .. .	225	316	270	498	489	577
Building and Construction .. .. .	38	99	101	135	146	140
Stevedoring .. .. .	189	308	151	180	312	317
Other Transport .. .. .	53	59	37	45	49	44
Other Industries .. .. .	19	21	12	21	23	26
<b>Total .. .. .</b>	<b>869</b>	<b>1,145</b>	<b>815</b>	<b>1,183</b>	<b>1,250</b>	<b>1,334</b>

WORKERS INVOLVED.(b)						
Coal Mining .. .. .	42,705	63,200	41,097	38,262	29,059	35,314
Other Mining and Quarrying .. .. .	10,654	8,506	6,271	2,091	4,513	9,084
Manufacturing .. .. .	71,085	194,661	123,853	132,194	186,641	218,478
Building and Construction .. .. .	9,108	11,610	21,872	27,728	23,809	41,393
Stevedoring .. .. .	72,345	179,103	61,092	121,245	118,438	149,483
Other Transport .. .. .	21,251	128,570	39,591	29,675	37,928	78,202
Other Industries .. .. .	10,323	17,629	6,581	2,658	12,320	13,674
<b>Total .. .. .</b>	<b>237,471</b>	<b>603,279</b>	<b>300,357</b>	<b>353,853</b>	<b>412,708</b>	<b>545,628</b>

WORKING DAYS LOST.						
Coal Mining .. .. .	69,648	107,773	70,767	43,739	45,914	34,261
Other Mining and Quarrying .. .. .	18,106	51,310	113,107	2,796	4,807	31,066
Manufacturing .. .. .	180,376	232,289	266,465	293,618	343,505	528,910
Building and Construction .. .. .	21,507	39,465	48,302	49,376	52,915	68,882
Stevedoring .. .. .	58,695	167,820	61,467	86,571	95,050	113,556
Other Transport .. .. .	8,596	93,576	32,281	28,292	25,623	117,268
Other Industries .. .. .	8,111	32,874	14,422	4,363	13,754	17,415
<b>Total .. .. .</b>	<b>365,039</b>	<b>725,107</b>	<b>606,811</b>	<b>508,755</b>	<b>581,568</b>	<b>911,358</b>

WORKING DAYS LOST PER WORKER INVOLVED.						
Coal Mining .. .. .	1.63	1.71	1.72	1.14	1.58	0.97
Other Mining and Quarrying .. .. .	1.70	6.03	18.04	1.34	1.07	3.42
Manufacturing .. .. .	2.54	1.19	2.15	2.22	1.84	2.42
Building and Construction .. .. .	2.36	3.40	2.21	1.78	2.22	1.66
Stevedoring .. .. .	0.81	0.94	1.01	0.71	0.80	0.76
Other Transport .. .. .	0.40	0.73	0.82	0.95	0.68	1.50
Other Industries .. .. .	0.79	1.86	2.19	1.64	1.12	1.27
<b>Total .. .. .</b>	<b>1.54</b>	<b>1.20</b>	<b>2.02</b>	<b>1.44</b>	<b>1.41</b>	<b>1.67</b>

ESTIMATED LOSS IN WAGES.(c) (\$'000.)						
Coal Mining .. .. .	525.0	906.2	603.8	375.5	419.0	334.4
Other Mining and Quarrying .. .. .	192.1	641.4	1,448.7	27.5	42.3	403.1
Manufacturing .. .. .	1,311.2	1,760.1	2,081.6	2,399.8	2,907.2	4,888.0
Building and Construction .. .. .	180.5	374.2	458.5	446.6	497.2	653.2
Stevedoring .. .. .	434.2	1,344.2	491.3	735.7	830.2	1,129.6
Other Transport .. .. .	53.7	643.8	257.2	227.4	203.6	1,013.7
Other Industries .. .. .	57.8	183.8	106.5	31.7	92.1	139.7
<b>Total .. .. .</b>	<b>2,754.4</b>	<b>5,853.6</b>	<b>5,447.6</b>	<b>4,244.1</b>	<b>4,991.5</b>	<b>8,560.9</b>

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Includes workers indirectly involved, i.e. those thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute. (c) For "Estimated Loss in Wages" any discrepancies between totals and sums of components are due to rounding.



3. **States and Territories.**—The number of industrial disputes in each State and Territory during the years 1960 to 1964, and the workers involved, the working days lost, and the estimated loss in wages, are given in the following table.

INDUSTRIAL DISPUTES(a): STATES AND TERRITORIES.

State or Territory.	Year	Number.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (\$'000.) (c)
			Directly.	Indirectly. (b)	Total.		
New South Wales ..	1960	736	289,266	7,646	296,912	416,762	3,463.8
	1961	529	131,661	5,295	136,956	318,629	2,632.0
	1962	752	195,344	13,623	208,967	303,400	2,571.8
	1963	817	214,643	4,333	218,976	307,440	2,629.4
	1964	828	221,510	7,566	229,076	320,568	2,996.2
Victoria ..	1960	98	86,002	2	86,004	102,805	794.2
	1961	91	51,447	1,300	52,747	72,471	609.6
	1962	166	72,525	720	73,245	100,606	837.2
	1963	180	85,757	2,221	87,978	172,963	1,510.0
	1964	206	188,836	1,239	190,075	359,567	3,428.2
Queensland ..	1960	173	155,073	3,566	158,639	153,061	1,189.4
	1961	123	73,442	4,798	78,240	168,958	1,829.2
	1962	175	33,445	8,321	41,766	75,951	598.8
	1963	160	37,047	7,266	44,313	54,861	468.0
	1964	198	84,951	7,745	92,696	157,571	1,453.3
South Australia ..	1960	42	25,735	12	25,747	16,568	123.6
	1961	26	17,012	321	17,333	17,256	133.6
	1962	31	11,748	100	11,848	14,599	118.8
	1963	35	11,938	107	12,045	8,957	82.0
	1964	55	22,851	189	23,040	62,785	585.2
Western Australia ..	1960	43	25,684	..	25,684	27,342	213.2
	1961	22	9,588	99	9,687	23,233	189.0
	1962	28	8,280	83	8,363	6,300	50.0
	1963	28	42,390	194	42,584	31,969	252.4
	1964	26	6,093	72	6,165	7,148	62.6
Tasmania ..	1960	40	9,142	..	9,142	6,991	55.2
	1961	14	4,645	16	4,661	4,622	38.2
	1962	18	5,048	78	5,126	3,993	35.0
	1963	11	5,019	..	5,019	2,933	27.0
	1964	8	1,898	..	1,898	1,939	18.0
Northern Territory ..	1960	9	942	..	942	1,226	10.6
	1961	4	456	..	456	709	8.0
	1962	6	428	..	428	298	2.6
	1963	8	915	..	915	968	9.4
	1964	6	602	..	602	437	4.3
Australian Capital Territory	1960	4	209	..	209	352	3.6
	1961	6	275	2	277	933	8.0
	1962	7	4,005	105	4,110	3,608	30.0
	1963	11	858	20	878	1,477	13.2
	1964	7	2,076	..	2,076	1,343	13.1
Australia ..	1960	1,145	592,053	11,226	603,279	725,107	5,853.6
	1961	815	288,526	11,831	300,357	606,811	5,447.6
	1962	1,183	330,823	23,030	353,853	508,755	4,244.1
	1963	1,250	398,567	14,141	412,708	581,568	4,991.5
	1964	1,334	528,817	16,811	545,628	911,358	8,560.9

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute. (c) For "Estimated Loss in Wages" any discrepancies between totals and sums of components are due to rounding.

4. **Duration.**—(i) *General.* The duration of each industrial dispute involving a loss of work, i.e., the time between the cessation and resumption of work, has been calculated in working days, exclusive of Saturdays, Sundays and holidays, except where the establishment involved carries on a continuous process (e.g. metal smelting and cement manufacture).

(ii) *Industry Groups.* The following table shows, for the year 1964, industrial disputes in coal mining, stevedoring and other industries classified according to duration in working days.

### DURATION OF INDUSTRIAL DISPUTES:(a) AUSTRALIA, 1964.

Duration (Working Days).	Number.	Workers Involved.(b)		Working Days Lost.		Estimated Loss in Wages. (\$'000.) (c)
		Number.	Proportion of Total. (Per cent.)	Number.	Proportion of Total. (Per cent.)	
COAL MINING.						
1 day and less .. ..	166	23,590	66.8	11,598	33.9	114.9
2 days and more than 1 day ..	29	8,367	23.7	11,615	33.9	114.9
3 days and more than 2 days ..	13	1,743	4.9	4,601	13.4	43.4
Over 3 days and less than 5 days ..	13	1,426	4.1	5,041	14.7	47.8
5 days and less than 10 days ..	2	188	0.5	1,406	4.1	13.4
10 days and less than 20 days ..	..	..	..	..	..	..
20 days and less than 40 days ..	..	..	..	..	..	..
40 days and over .. ..	..	..	..	..	..	..
<i>Total</i> .. ..	223	35,314	100.0	34,261	100.0	334.4
STEVEDORING.						
1 day and less .. ..	229	119,849	80.2	66,615	58.7	660.4
2 days and more than 1 day ..	61	28,047	18.7	42,411	37.3	424.3
3 days and more than 2 days ..	18	1,160	0.8	2,881	2.5	29.1
Over 3 days and less than 5 days ..	9	427	0.3	1,649	1.5	15.7
5 days and less than 10 days ..	..	..	..	..	..	..
10 days and less than 20 days ..	..	..	..	..	..	..
20 days and less than 40 days ..	..	..	..	..	..	..
40 days and over .. ..	..	..	..	..	..	..
<i>Total</i> .. ..	317	149,483	100.0	113,556	100.0	1,129.4
OTHER INDUSTRIES.						
1 day and less .. ..	360	247,304	68.6	199,327	26.1	1,679.8
2 days and more than 1 day ..	143	40,499	11.2	62,783	8.2	544.8
3 days and more than 2 days ..	109	23,083	6.4	58,400	7.7	516.0
Over 3 days and less than 5 days ..	73	22,543	6.3	77,483	10.1	749.5
5 days and less than 10 days ..	74	11,627	3.2	75,691	9.9	700.3
10 days and less than 20 days ..	26	7,005	1.9	92,796	12.2	949.5
20 days and less than 40 days ..	7	8,663	2.4	191,790	25.1	1,907.6
40 days and over .. ..	2	107	(d)	5,271	0.7	49.4
<i>Total</i> .. ..	794	360,831	100.0	763,541	100.0	7,096.9
ALL INDUSTRIES.						
1 day and less .. ..	755	390,743	71.6	277,540	30.5	2,455.1
2 days and more than 1 day ..	233	76,913	14.1	116,809	12.8	1,084.1
3 days and more than 2 days ..	140	25,986	4.8	65,882	7.2	588.5
Over 3 days and less than 5 days ..	95	24,396	4.5	84,173	9.2	813.1
5 days and less than 10 days ..	76	11,815	2.1	77,097	8.5	713.7
10 days and less than 20 days ..	26	7,005	1.3	92,796	10.2	949.5
20 days and less than 40 days ..	7	8,663	1.6	191,790	21.0	1,907.6
40 days and over .. ..	2	107	(d)	5,271	0.6	49.4
<i>Total</i> .. ..	1,334	545,628	100.0	911,358	100.0	8,560.9

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more.

(b) Includes workers indirectly involved, i.e. those thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute.

(c) For "Estimated Loss in Wages" any discrepancies between totals and sums of components are due to rounding.

(d) Less than 0.05 per cent.

(iii) *Summary, 1960 to 1964.* The following table shows particulars of industrial disputes in Australia for the years 1960 to 1964 according to limits of duration.

## DURATION OF INDUSTRIAL DISPUTES(a): AUSTRALIA.

Duration (Working Days).	Year.	Num- ber.	Workers Involved.			Working Days Lost.	Estimated Loss in Wages. (\$'000) (c)
			Directly.	In- directly.(b)	Total.		
1 day and less .. ..	1960	681	451,866	5,126	456,992	284,293	2,177.6
	1961	486	193,111	3,191	196,272	122,703	974.0
	1962	689	235,895	12,491	248,386	167,761	1,386.6
	1963	689	289,024	5,409	294,433	172,802	1,423.6
	1964	755	385,580	5,163	390,743	277,540	2,455.1
2 days and more than 1 day ..	1960	200	81,393	1,935	83,328	119,730	932.6
	1961	121	54,797	1,787	56,584	77,008	613.6
	1962	201	51,504	2,225	53,729	79,661	638.2
	1963	264	52,555	3,738	56,293	87,762	752.2
	1964	233	72,146	4,767	76,913	116,809	1,084.1
3 days and more than 2 days ..	1960	96	26,453	1,499	27,952	69,048	540.6
	1961	88	15,508	534	16,042	41,467	336.8
	1962	98	16,548	3,638	20,186	55,193	443.4
	1963	118	26,402	1,428	27,830	71,091	609.2
	1964	140	22,715	3,271	25,986	65,882	588.5
Over 3 days and less than 5 days	1960	69	13,631	135	13,766	49,727	378.4
	1961	50	11,475	720	12,195	47,383	401.0
	1962	75	9,480	758	10,238	39,804	339.2
	1963	65	10,297	516	10,813	42,843	378.6
	1964	95	22,767	1,629	24,396	84,173	813.1
5 days and less than 10 days ..	1960	64	12,505	1,493	13,998	93,121	746.4
	1961	43	5,240	1,298	6,538	45,646	371.2
	1962	89	14,271	3,153	17,424	112,500	984.4
	1963	77	16,599	1,030	17,629	125,706	1,073.2
	1964	76	11,542	273	11,815	77,097	713.7
10 days and less than 20 days ..	1960	29	5,495	1,038	6,533	79,930	844.6
	1961	19	3,772	934	4,706	61,495	539.8
	1962	26	3,013	721	3,734	49,871	414.6
	1963	31	3,179	2,020	5,199	66,180	606.8
	1964	26	5,317	1,688	7,005	92,796	949.5
20 days and less than 40 days ..	1960	5	660	..	660	25,981	207.4
	1961	7	2,243	3,397	5,640	115,576	969.2
	1962	4	99	44	143	3,276	30.6
	1963	5	507	..	507	14,984	146.4
	1964	7	8,663	..	8,663	191,790	1,907.6
40 days and over .. ..	1960	1	50	..	50	3,277	26.0
	1961	1	2,380	..	2,380	95,533	1,242.0
	1962	1	13	..	13	689	7.2
	1963	1	4	..	4	200	1.4
	1964	2	87	20	107	5,271	49.4
Total .. ..	1960	1,145	592,053	11,226	603,279	725,107	5,853.6
	1961	815	288,526	11,831	300,357	606,811	5,447.6
	1962	1,183	330,823	23,030	353,853	508,755	4,244.1
	1963	1,250	398,567	14,141	412,708	581,568	4,991.5
	1964	1,334	528,817	16,811	545,628	911,358	8,560.9

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute. (c) For "Estimated Loss in Wages" any discrepancies between totals and sums of components are due to rounding.

5. Causes.—(i) *Classification.* The statistics of causes of industrial disputes relate to the *direct causes of stoppages of work* and include only those industrial disputes involving stoppages of work of 10 man-days or more. The figures therefore do not reflect the relative importance of all causes of dispute between employers and employees. Causes of industrial disputes are grouped under four main headings:—(a) Wages, Hours and Leave; (b) Physical Working Conditions and Managerial Policy; (c) Trade Unionism; (d) Other Causes. The first group is restricted to disputes involving general principles relating to wages, hours and leave; minor questions regarding claims to pay or leave by individual employees are included under managerial policy. The second group comprises disputes regarding physical working conditions and general questions of managerial policy, which term covers disciplinary action, the promotion of employees, the employment of particular individuals, personal

disagreements between workers and supervisory staff and disputes arising from the computation of wages, leave, etc., in individual cases. The third group includes stoppages over employment of non-unionists, inter-union and intra-union disputes, disputes over recognition of union activities, and sympathy stoppages in support of employees in another industry. The last group comprises disputes by way of protest against situations not arising from the usual relationship of employer and employee, e.g. political matters, and cases (occurring mainly in the coal-mining industry) where the cause of the stoppage is not officially made known to the management.

(ii) *Industry Groups.* The following table shows particulars of industrial disputes for 1964 classified according to cause in the three industry groups, coal mining, stevedoring and other industries. This dissection has been made because the pattern of disputes in coal mining and stevedoring differs significantly from that in other industries.

#### CAUSES OF INDUSTRIAL DISPUTES(a): AUSTRALIA, 1964.

Cause of Dispute.(b)	Coal Mining.	Stevedoring.	Other Industries.	All Industries.
Wages, Hours and Leave .. .. .	7	28	285	320
Physical Working Conditions and Managerial Policy .. .. .	114	258	386	758
Trade Unionism .. .. .	28	16	92	136
Other .. .. .	74	15	31	120
<b>Total .. .. .</b>	<b>223</b>	<b>317</b>	<b>794</b>	<b>1,334</b>

#### NUMBER OF DISPUTES.

#### WORKERS INVOLVED.(c)

Wages, Hours and Leave .. .. .	907	19,907	215,032	235,846
Physical Working Conditions and Managerial Policy .. .. .	14,133	91,159	86,062	191,354
Trade Unionism .. .. .	4,670	5,210	21,790	31,670
Other .. .. .	15,604	33,207	37,947	86,758
<b>Total .. .. .</b>	<b>35,314</b>	<b>149,483</b>	<b>360,831</b>	<b>545,628</b>

#### WORKING DAYS LOST.

Wages, Hours and Leave .. .. .	1,133	8,628	547,187	556,948
Physical Working Conditions and Managerial Policy .. .. .	17,643	69,677	169,742	257,062
Trade Unionism .. .. .	5,701	2,631	25,060	33,392
Other .. .. .	9,784	32,620	21,552	63,956
<b>Total .. .. .</b>	<b>34,261</b>	<b>113,556</b>	<b>763,541</b>	<b>911,358</b>

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) See explanation of terms in text. (c) Includes workers indirectly involved. See note (b) to table on page 208.

(iii) *Summary, 1960 to 1964.* The following table gives particulars of industrial disputes according to causes for the years 1960 to 1964.

CAUSES OF INDUSTRIAL DISPUTES(a): AUSTRALIA.

Cause of Dispute.(b)	1960.	1961.	1962.	1963.	1964.
NUMBER OF DISPUTES.					
Wages, Hours and Leave ..	213	123	290	279	320
Physical Working Conditions and Managerial Policy .. ..	648	525	707	748	758
Trade Unionism .. ..	127	66	92	115	136
Other .. ..	157	101	94	108	120
<b>Total .. ..</b>	<b>1,145</b>	<b>815</b>	<b>1,183</b>	<b>1,250</b>	<b>1,334</b>

WORKERS INVOLVED.(c)

Wages, Hours and Leave ..	228,695	114,125	133,312	171,551	235,846
Physical Working Conditions and Managerial Policy .. ..	154,401	102,125	179,321	142,998	191,354
Trade Unionism .. ..	43,321	13,797	15,243	22,251	31,670
Other .. ..	176,862	70,310	25,977	75,908	86,758
<b>Total .. ..</b>	<b>603,279</b>	<b>300,357</b>	<b>353,853</b>	<b>412,708</b>	<b>545,628</b>

WORKING DAYS LOST.

Wages, Hours and Leave ..	254,926	248,864	194,427	274,901	556,948
Physical Working Conditions and Managerial Policy .. ..	277,755	261,454	274,091	233,502	257,062
Trade Unionism .. ..	64,617	34,021	22,418	23,268	33,392
Other .. ..	127,809	62,472	17,819	49,897	63,956
<b>Total .. ..</b>	<b>725,107</b>	<b>606,811</b>	<b>508,755</b>	<b>581,568</b>	<b>911,358</b>

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) See explanation of terms in text. (c) Includes workers indirectly involved. See note (b) to table on page 208.

6. *Methods of Settlement.*—(i) *General.* The statistics of methods of settlement of industrial disputes relate to the *method directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all matters in dispute. The figures also relate only to disputes involving stoppages of work of 10 man-days or more. For those reasons they do not reflect the relative importance of the work of authorities operating under State and Commonwealth legislation. Because the pattern of disputes in coal mining and stevedoring differs significantly from that in other industries, methods of settlement in these industries are analysed separately.

The classification of methods of settlement is as follows:—

- (1) Negotiation.—By private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Commonwealth industrial legislation.
- (2) Mediation.—By the arbitration or mediation of persons whose intervention or assistance is not based on State or Commonwealth industrial legislation.
- (3) State Legislation—
  - (a) Under State Conciliation and Arbitration or Wages Board Legislation.—By intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or Wages Board legislation, or by reference to such authorities or by compulsory or voluntary conference.
  - (b) Under Other State Legislation.—By intervention, assistance or advice of State Government officials or inspectors.
- (4) Commonwealth and Joint Commonwealth-State Legislation—
  - (a) By compulsory or voluntary conference or by intervention or assistance of, or by reference to, the industrial tribunals created by or constituted under the following Acts.
    - (i) Conciliation and Arbitration Act.
    - (ii) Coal Industry Acts.
    - (iii) Stevedoring Industry Act.
    - (iv) Other Acts (Snowy Mountains Hydro-electric Power Act; Navigation Act; and Public Service Arbitration Act).
  - (b) By intervention, assistance or advice of Commonwealth Government officials or inspectors.
- (5) By filling the places of workers on strike or locked out.
- (6) By closing down the establishment permanently.
- (7) By resumption without negotiation.
- (8) By other methods.

(ii) *Industry Groups.* In the following table particulars of industrial disputes for 1964 classified according to method of settlement are shown separately for coal mining, stevedoring and other industries.

## METHOD OF SETTLEMENT OF INDUSTRIAL DISPUTES(a): AUSTRALIA, 1964.

Method of Settlement.(b)	Coal Mining.	Stevedoring.	Other Industries.	All Industries.
NUMBER OF DISPUTES.				
1. By private negotiation .. .. .	34	8	207	249
3. State legislation—				
(a) Under State Conciliation, etc., legislation ..	..	2	113	115
4. Commonwealth and Commonwealth-State legislation—				
(a) Industrial Tribunals under—				
(i) Conciliation and Arbitration Act ..	..	3	107	110
(ii) Coal Industry Acts ..	14	..	..	14
(iii) Stevedoring Industry Act ..	..	11	..	11
(b) By reference to Commonwealth Government officials .. .. .	1	156	..	157
7. By resumption without negotiation .. .. .	174	137	366	677
Total .. .. .	223	317	793	1,333
WORKERS INVOLVED.(c)				
1. By private negotiation .. .. .	2,860	728	45,220	48,808
3. State legislation—				
(a) Under State Conciliation, etc., legislation ..	..	43	36,898	36,941
4. Commonwealth and Commonwealth-State legislation—				
(a) Industrial Tribunals under—				
(i) Conciliation and Arbitration Act ..	..	190	15,510	15,700
(ii) Coal Industry Acts ..	1,214	..	..	1,214
(iii) Stevedoring Industry Act ..	..	1,511	..	1,511
(b) By reference to Commonwealth Government officials .. .. .	23	18,576	..	18,599
7. By resumption without negotiation .. .. .	31,217	128,435	261,429	421,081
Total .. .. .	35,314	149,483	359,057	543,854
WORKING DAYS LOST.				
1. By private negotiation .. .. .	4,787	272	288,591	293,650
3. State legislation—				
(a) Under State Conciliation, etc., legislation ..	..	57	104,733	104,790
4. Commonwealth and Commonwealth-State legislation—				
(a) Industrial Tribunals under—				
(i) Conciliation and Arbitration Act ..	..	583	58,590	59,173
(ii) Coal Industry Acts ..	4,061	..	..	4,061
(iii) Stevedoring Industry Act ..	..	1,329	..	1,329
(b) By reference to Commonwealth Government officials .. .. .	42	15,294	..	15,336
7. By resumption without negotiation .. .. .	25,371	96,021	291,651	413,043
Total .. .. .	34,261	113,556	743,565	891,382

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. Differences between the total figures of this table and the corresponding totals of other tables in this section are due to disputes which were not settled at the end of the year. (b) See text for explanation of terms. (c) Includes workers indirectly involved. See note (b) to table on page 208.

(iii) *Summary, 1960 to 1964.* Information for Australia for the years specified is given in the following table.

## METHODS OF SETTLEMENT OF INDUSTRIAL DISPUTES : AUSTRALIA.(a)

Method of Settlement.(b)	1960.	1961.	1962.	1963.	1964.
NUMBER OF DISPUTES.					
1. By private negotiation .. .. .	176	146	194	240	249
2. By mediation not based on legislation .. .. .	..	1	2	..	..
3. State legislation—					
(a) Under State Conciliation, etc., legislation ..	94	85	102	125	115
(b) By reference to State Government officials .. .. .	..	..	2	..	..
4. Commonwealth and Commonwealth-State legislation—					
(a) Industrial Tribunals under—					
(i) Conciliation and Arbitration Act .. .. .	75	85	120	83	110
(ii) Coal Industry Acts ..	27	25	22	22	14
(iii) Stevedoring Industry Act ..	22	9	..	5	11
(iv) Other Acts ..	2	..	..	..	..
(b) By reference to Commonwealth Government officials .. .. .	124	72	118	227	157
7. By resumption without negotiation .. .. .	625	392	623	548	677
8. By other methods .. .. .	..	..	..	..	..
Total .. .. .	1,145	815	1,183	1,250	1,333

For footnotes see next page.

METHODS OF SETTLEMENT OF INDUSTRIAL DISPUTES: AUSTRALIA(a)  
—continued.

Method of Settlement.(b)	1960.	1961.	1962.	1963.	1964.
<b>WORKERS INVOLVED.(c)</b>					
1. By private negotiation .. .. .	26,312	20,181	29,050	41,653	48,808
2. By mediation not based on legislation ..	..	400	209	..	..
3. State legislation—					
(a) Under State Conciliation, etc., legislation	23,995	27,668	19,255	40,978	36,941
(b) By reference to State Government officials ..	..	..	279	..	..
4. Commonwealth and Commonwealth-State legislation—					
(a) Industrial Tribunals under—					
(i) Conciliation and Arbitration Act ..	14,606	12,323	20,939	13,633	15,700
(ii) Coal Industry Acts ..	3,100	3,074	2,062	4,367	1,214
(iii) Stevedoring Industry Act ..	6,398	6,853	..	369	1,511
(iv) Other Acts ..	64	..	..	..	..
(b) By reference to Commonwealth Government officials ..	23,038	5,638	54,866	46,618	18,599
7. By resumption without negotiation ..	505,766	224,220	227,193	265,090	421,081
8. By other methods .. .. .	..	..	..	..	..
<b>Total .. .. .</b>	<b>603,279</b>	<b>300,357</b>	<b>353,853</b>	<b>412,708</b>	<b>543,854</b>

## WORKING DAYS LOST.

1. By private negotiation .. .. .	62,504	55,402	71,469	109,594	293,650
2. By mediation not based on legislation ..	..	400	215	..	..
3. State legislation—					
(a) Under State Conciliation, etc., legislation	115,496	240,613	45,883	103,906	104,790
(b) By reference to State Government officials ..	..	..	1,003	..	..
4. Commonwealth and Commonwealth-State legislation—					
(a) Industrial Tribunals under—					
(i) Conciliation and Arbitration Act ..	57,075	71,820	84,294	50,051	59,173
(ii) Coal Industry Acts ..	7,870	10,816	6,187	16,914	4,061
(iii) Stevedoring Industry Act ..	28,327	18,056	..	89	1,329
(iv) Other Acts ..	360	..	..	..	..
(b) By reference to Commonwealth Government officials ..	30,738	5,131	45,036	31,472	15,336
7. By resumption without negotiation ..	422,737	204,573	254,668	269,542	413,043
8. By other methods .. .. .	..	..	..	..	..
<b>Total .. .. .</b>	<b>725,107</b>	<b>606,811</b>	<b>508,755</b>	<b>581,568</b>	<b>891,382</b>

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. Differences between the total figures of this table and the corresponding totals of other tables in this section are due to disputes which were incomplete at the end of the year. (b) See text for explanation of terms. (c) Includes workers indirectly involved. See note (b) to table on page 208.

## § 8. Industrial Accidents.

Except in the case of mining accidents, lack of uniformity of definition and coverage from State to State seriously impaired the usefulness of statistics of industrial accidents published in issues of the Labour Report prior to No. 39. The presentation herein, therefore, relates only to statistics of mining accidents.

Particulars of the number of persons killed and injured in mines and associated treatment plants are recorded by State Mines Departments. Numbers injured are not reported on a uniform basis in all States, as varying criteria are used in determining what constitutes injury.

Statistics of quarrying accidents are published each year in the bulletin—*Non-Rural Primary Industries and Value of Production*.



## MINING ACCIDENTS: INDUSTRY, 1964.

Industry.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	Aust.
PERSONS KILLED.								
Metal Mining—								
Gold Mining .. ..	..	..	..	..	6	..	..	6
Silver-Lead-Zinc Mining .. ..	2	..	4	..	..	1	..	7
Copper-Gold Mining .. ..	..	..	1	..	1	1	..	3
Tin Mining .. ..	..	..	..	..	..	..	..	..
Mineral Sands Mining .. ..	..	..	..	..	..	..	..	..
Other Metal Mining .. ..	..	..	..	..	..	..	..	..
<i>Total</i> .. ..	2	..	5	..	7	2	..	16
Fuel Mining—								
Black Coal Mining .. ..	8	..	1	..	..	..	..	9
Brown Coal Mining .. ..	..	..	..	..	..	..	..	..
<i>Total</i> .. ..	8	..	1	..	..	..	..	9
Non-metal (excluding Fuel) Mining .. ..	1	(a)	..	1	..	..	..	2
<b>Total, All Mining</b> .. ..	<b>11</b>	<b>(a)</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>2</b>	<b>..</b>	<b>27</b>

## PERSONS INJURED.

Metal Mining—								
Gold Mining .. ..	..	..	2	..	290	..	1	293
Silver-Lead-Zinc Mining .. ..	183	..	60	..	2	20	..	265
Copper-Gold Mining .. ..	5	..	43	..	6	6	9	69
Tin Mining .. ..	7	..	7	..	1	23	..	38
Mineral Sands Mining .. ..	16	..	..	..	14	..	..	30
Other Metal Mining .. ..	2	..	8	2	20	4	2	38
<i>Total</i> .. ..	213	..	120	2	333	53	12	733
Fuel Mining—								
Black Coal Mining .. ..	51	5	120	10	55	1	..	242
Brown Coal Mining .. ..	..	88	..	..	..	..	..	88
<i>Total</i> .. ..	51	93	120	10	55	1	..	330
Non-metal (excluding Fuel) Mining .. ..	13	(a) 1	1	23	19	..	..	57
<b>Total, All Mining</b> .. ..	<b>277</b>	<b>(a) 94</b>	<b>241</b>	<b>35</b>	<b>407</b>	<b>54</b>	<b>12</b>	<b>1,120</b>

(a) Excludes accidents in salt mining.

### § 9. Workers' Compensation Legislation.

In the following pages is a summary of the principal provisions of Workers' Compensation Acts and Ordinances in force in Australia as at 31st December, 1964.

## CONSPECTUS OF WORKERS' COMPENSATION LAWS

State, etc.	Act or Ordinance.	Judicial Administration.
New South Wales	Workers' Compensation Act, 1926-1964	Workers' Compensation Commission (Judges, District Court status). In practice, Judge sits alone; five Courts sit at one time.
Victoria . . .	Workers' Compensation Act 1958 . .	County Court Judge (sitting with workers' and employers' representatives as Workers' Compensation Board).
Queensland . .	Workers' Compensation Acts, 1916 to 1964.	General Manager (no legal qualifications required by Statute).
South Australia . .	Workmen's Compensation Act, 1932-1963.	Special Magistrates.
Western Australia	Workers' Compensation Act, 1912-1964.	Workers' Compensation Board of three members; Chairman, a legal practitioner, and a nominee of (a) employers' organization and (b) employees' organization.
Tasmania . .	Workers' Compensation Act 1927-1964.	Supreme Court Judges (sitting alone).
Commonwealth of Australia	Commonwealth Employees' Compensation Act 1930-1964.	One Commissioner (Secretary to the Treasury), with power of delegation.
Northern Territory	Workmen's Compensation Ordinance 1949-1964. (Includes Compensation provisions previously incorporated in the Workers' Employment Ordinance 1953-1962.)	Matters in dispute may by consent of each party be settled by arbitration by a committee or by a single arbitrator, or they may be settled by a Local Court of full jurisdiction.
Australian Capital Territory.	Workmen's Compensation Ordinance 1951-1962.	Matters in dispute may by consent of both parties be settled by arbitration by a committee or by a single arbitrator. If either party objects or there is no committee, the dispute may be settled by the Court of Petty Sessions.

IN AUSTRALIA (AS AT 31ST DECEMBER, 1964).

Appeals.	Maximum Wages of "Workers" Compensated.	Waiting Period.	Medical, Surgical and Hospital Expenses.
On a question of law or the admission or rejection of any evidence, to Supreme Court, High Court and Privy Council.	Unlimited.	Nil ..	£500 (\$1,000) medical and surgical; £500 (\$1,000) hospital; £250 (\$500) ambulance; unless Commission directs that employer shall be liable for a further specified sum.
On question of law upon case stated for opinion of Full Court of the Supreme Court, High Court, Privy Council.	£2,000 (\$4,000) per annum, excluding overtime.	Nil ..	Unlimited medical, hospital, nursing and ambulance service and costs of burial.
Any person claiming compensation who objects to the ruling thereon of the State Government Insurance Office may require the matter to be heard and determined by an Industrial Magistrate. Either party to the proceedings may appeal from his decision. Such appeal shall be made to the Full Bench of the Industrial Court. Unless the Court orders that additional evidence shall be taken, the appeal which shall be by way of rehearing shall be heard and determined upon the evidence and proceedings before the Industrial Magistrate concerned.	Unlimited.	1 day for compensation.	£140 (\$280) hospital; £140 (\$280) medical; in death where no dependants, medical expenses and burial, maximum £240 (\$480).*
Questions of law and fact to Supreme Court, High Court, Privy Council.	£2,860 (\$5,720) per annum (£55 [\$110] per week) (overtime allowances excluded).	Nil ..	The expenses incurred by the workman for such medical, hospital, nursing and ambulance services as are reasonably necessary as a result of his injury, and not exceeding £30 (\$60) for repairing or replacing damaged clothing. Where no dependants, burial expenses up to £100 (\$200).
Jurisdiction exclusive; decisions final on facts. Board may state a case for Full Court of Supreme Court on matters of law.	Unlimited.	Nil ..	£250 (\$500) medical; £425 (\$850) hospital; £61 13s. 11d. (\$123.39) funeral in the case of males; and £250 (\$500) medical; £425 (\$850) hospital; £61 13s. 10d. (\$123.38) funeral in the case of females.
To Full Court by way of rehearing, High Court, Privy Council.	Unlimited.	Nil ..	£1,000 (\$2,000).
Rehearing by local, County or District Court, then appeal on questions of law to High Court, Privy Council	Unlimited.	Nil ..	£500 (\$1,000) medical, surgical or hospital, or over in exceptional circumstances if Commissioner considers circumstances warrant. £60 (\$120) funeral expenses.
An appeal to the Supreme Court may be made from the decision of a committee or an arbitrator or of a Local Court.	Unlimited.	Nil ..	Not exceeding £350 (\$700) for medical, surgical or hospital treatment or ambulance service, except in special circumstances.
An appeal from the decision of the committee or from the Court of Petty Sessions may be made to the Supreme Court of the Australian Capital Territory.	£2,000 (\$4,000) per annum, excluding overtime, bonuses and special allowances.	Nil ..	Not exceeding £350 (\$700) unless exceptional circumstances warrant payment of a larger sum.

\* From 1964, amounts vary automatically with changes in basic wage.

## CONSPECTUS OF WORKERS' COMPENSATION

State, etc.	Workers' Compensation Payments	
	Basic Weekly Payment.	Maximum Weekly Payment.
New South Wales ..	75 per cent. of average weekly earnings (a.w.e.).	£11 15s. (\$23.50) with no dependants; with dependants a.w.e.
Victoria .. ..	.. .. .	<i>Adult</i> £8 16s. (\$17.60) with no dependants (with dependants £12 16s. [\$25.60] or a.w.e., whichever is lower). <i>Minor</i> £6 8s. (\$12.80) without dependants (with dependants £11 4s. [\$22.40] or a.w.e., whichever is lower).
Queensland ..	80 per cent. of a.w.e. or £12 17s. (\$25.70) whichever is less.	£12 17s. (\$25.70) adjustable according to movements of basic wage (with dependants, a.w.e.).
South Australia ..	75 per cent. of a.w.e. ..	Married man with dependent wife or child under 16 years, £16 5s. (\$32.50) or a.w.e., whichever is lower. Any other workman, £11 (\$22).
Western Australia ..	.. .. .	Male on or above basic wage, £10 18s. (\$21.80) with no dependants. (With dependants, £15 6s. [\$30.60] or a.w.e., whichever is lower.) Female on or above female basic wage £7 9s. (\$14.90) with no dependants. (With dependants, £11 2s. [\$22.20] or a.w.e. whichever is lower.) Male or female below basic wage, such sum as bears to £10 18s. (\$21.80) or £7 9s. (\$14.90) respectively, the ratio which his or her a.w.e. bear to the basic wage at the date of accident (with no dependants). (With dependants the maximum is the a.w.e.)
Tasmania ..	.. .. .	(a) Where a.w.e. not more than the basic wage + 20 per cent.—85 per cent. of a.w.e. (b) Where a.w.e. more than the basic wage + 20 per cent. but not more than the basic wage + 36 per cent.—the amount of the basic wage + 2 per cent. (c) where a.w.e. more than the basic wage + 36 per cent.—75 per cent. of a.w.e.
Commonwealth of Australia	.. .. .	£11 11s. (\$23 10) (£8 13s. 3d. [\$17.32] if a minor not receiving adult rate of pay) plus allowances for dependants; or a sum equal to the pay of the employee at the time of the injury or of the rate of pay of an employee of the same class as subsequently varied by competent authority or following upon a variation in the cost of living; whichever is the less. In all cases plus the cost of medical treatment.
Northern Territory	.. .. .	£10 (\$20) during period of incapacity.
Australian Capital Territory	.. .. .	Same as Commonwealth of Australia (above).

NOTE —a.w.e. = average weekly earnings.

IN AUSTRALIA (AS AT 31ST DECEMBER, 1964)—*continued.*

in case of Total Disablement.

Minimum Weekly Payment.	Weekly Payments in respect of Dependents.	Total Liability.
Adult male, £8 (\$16). Adults whose a.w.e. are less than £10 10s. (\$21), 100 per cent. of a.w.e. but not exceeding £8 (\$16). Minors whose a.w.e. are less than £7 5s. (\$14.50), 100 per cent. of a.w.e. but not exceeding £5 10s. (\$11).	£3 3s. (\$6.30) for wife or adult dependant, plus £1 5s. (\$2.50) per child (including children to whom worker stands <i>in loco parentis</i> ), subject to prescribed maximum.	Unlimited.
Same as for maximum.	£2 8s. (\$4.80) for wife or relative caring for his children if wife or relative is wholly or mainly dependent upon him, plus 16s. (\$1.60) per child under 16 years of age, subject to prescribed maximum.	£2,800 (\$5,600) except in cases of (a) permanent and total disablement, or (b) permanent and partial disablement of major degree
Adult worker £5 (\$10), unless in receipt of an Age, Invalid or Widow's Pension under Social Service Act 1947-1964, when a flat rate of £3 10s. (\$7) is payable.*	23½% of the existing male basic wage per week for wife, plus 7½% of the existing male basic wage per week for each child and step-child under 16, or if 16 or over but under the age of 21 and in receipt of full-time education at a school, college, university, etc., who is totally or mainly dependent. Total weekly compensation shall not exceed injured workers a.w.e.*	£3,925 (\$7,850).*
£6 (\$12) except for workman under 21 with no dependants whose a.w.e. are less than £6 (\$12) where minimum payment is a.w.e.	£4 10s. (\$9) for dependent wife and £1 15s. (\$3.50) each child under 16 years of age.	£3,500 (\$7,000).
£4 19s. (\$9.90), or 100 per cent. of a.w.e. whichever is lower	£2 19s. (\$5.90) for dependent wife, £1 5s. (\$2.50) each dependent child or dependent stepchild under 16 years of age.	£3,500 (\$7,000).
Same as for maximum	17 per cent. of weekly basic wage for wife or any relative standing <i>in loco parentis</i> to the children of the worker. 9 per cent. of weekly basic wage for each child under 16, or under 21 and receiving full-time education.	816 times the weekly basic wage.
Same as for maximum	£2 14s. 6d. (\$5.45) for (a) dependent wife; or (b) female over 16 years, who is wholly or mainly dependent on the employee and who at the date of injury was a member of the employee's family or was caring for a child under sixteen years who is mainly dependent on the employee; plus £1 2s. 6d. (\$2.25) per dependent child, subject to maximum of weekly pay at date of injury.	£4,300 (\$8,600) except in respect of total and permanent incapacity, when liability unlimited.
Same as for maximum	£2 10s. (\$5) for wife or dependent female over 16 years in special circumstances. £1 2s. 6d. (\$2.25) for each dependent child under 16 years of age.	£3,000 (\$6,000), excluding cost of medical, surgical and hospital treatment and ambulance service. This does not limit compensation in case of death or total and permanent incapacity.

Same as Commonwealth of Australia (above).

NOTE.—a.w.e. = average weekly earnings.

\* From 1964, amounts vary automatically with changes in basic wage.

## CONSPECTUS OF WORKERS' COMPENSATION LAWS

State, etc.	Death Payments.		
	Maximum (excluding Payments for Dependent Children).	Minimum.	Additional Provision for Dependent Children.
New South Wales	£4 300 (\$8,600). Deduction of lump sum or weekly payments made before death from death benefit is not permitted. Maximum funeral expenses when workman leaves no dependants are £80 (\$160).	.. .. .	£2 3s. (\$4.30) per week for each dependent child under 16 years of age until death or age 16, whichever is the earlier.
Victoria ..	£2,240 (\$4,480) (excluding payments for total incapacity, if any, paid prior to death).	.. .. .	£80 (\$160) for each dependent child under 16 years of age.
Queensland ..	£3,600 (\$7,200), to any dependants, wholly dependent.*	£3,600 (\$7,200) total dependants; £550 (\$1,100) to £595 (\$1,190) partial dependants; £440 (\$880) to £475 (\$950) death of worker under 21 years of age, who leaves no dependants but is survived by either or both parents resident in Queensland.*	£125 (\$250) for each child or stepchild under 16 years of age, or if 16 or over, but under the age of 21, and in receipt of a full-time education at a school, college, university, etc., who was totally or mainly dependent at time of death (provided widow survives, otherwise maximum).*
South Australia	Four years' earnings, maximum £3,250 (\$6,500), plus burial expenses not exceeding £100 (\$200) (excluding weekly payments for partial or total incapacity, if any, paid prior to death).	£1,100 (\$2,200), plus payment for dependent children.	£110 (\$220) for each dependent child under 16 years of age.
Western Australia	£3,500 (\$7,000).	£988 (\$1,976) for a wholly dependent widow, mother, child or stepchild under 16 years of age only, plus £93 (\$186) for each dependent child.	£100 (\$200) for each dependent child or stepchild under 16 years of age not being an ex-nuptial child.
Tasmania ..	284 times the weekly basic wage (at present £4,459 (\$8,918)).	.. .. .	7 times the weekly basic wage (at present £110 [\$220]) for each dependent child under 16 years of age).
Commonwealth of Australia	£4,300 (\$8,600) .. ..	Proportionate payment for partial dependency.	Weekly payments of £1 2s. 6d. (\$2.25) in respect of each dependent child under the age of 16 years (ceasing on the child attaining 16 years, marrying or dying, whichever event occurs first). If the aggregate amount of weekly payments in respect of each child is less than £100 (\$200) an additional amount of compensation is payable equal to the difference between that aggregate amount and £100 (\$200).
Northern Territory	£3,000 (\$6,000), plus up to £60 (\$120) funeral expenses.	.. .. .	£100 (\$200) for each dependent child under 16 years of age.

\* From 1954, amounts vary automatically with changes in basic wage.

IN AUSTRALIA (AS AT 31ST DECEMBER, 1964)—*continued.*

Provisions for Lump Sum Payment for Scheduled Injuries.	Special Provisions regarding Compensation for Aged and Injured Workers.	Insurance.
Yes. No deduction in respect of weekly payments is permitted.	No. . . . .	Compulsory and competitive.
Yes (excluding payments made on account of period of illness resulting from injury).	No. . . . .	Compulsory and competitive.
Yes.	No, except provision for minimum disablement payments.	Compulsory with Queensland State Government Insurance Office.
Yes.	No.	Compulsory and competitive.
Yes.	No.	Compulsory and competitive.
Yes.	No.	Compulsory and competitive.
Yes.	No.	.. .. .
Yes. This is in addition to previous weekly payments.	No.	Compulsory (unless exempted by the Administrator) and competitive.



## CONSPECTUS OF WORKERS' COMPENSATION LAWS

State, etc.	Death Payments.		
	Maximum (excluding Payments for Dependent Children).	Minimum.	Additional Provision for Dependent Children.
Australian Capital Territory	£3,000 (\$6,000), plus the cost of medical treatment. Any amount, by way of weekly payments, paid or payable before the death of the workman in respect of his total or partial incapacity for work shall be disregarded, but any additional lump sum payment shall be deducted, provided the £3,000 (\$6,000) is not reduced to less than £400 (\$800).	Same as for maximum.	£100 (\$200) for each dependent child under 16 years of age.

State, etc.	Government Insurance Office.	Compensation payable in respect of injuries received whilst travelling to or from work.
New South Wales	Yes, competitive.	Same as for injury arising out of or in course of employment.
Victoria . . .	Yes, competitive.	Yes.
Queensland . .	Yes, monopoly.	As for other injuries.
South Australia . .	No, except for employees of South Australian Government.	Only if being conveyed by employer's transport or travelling to a trade, technical or other school for training or (for an apprentice) if on a journey between his place of residence, or work, and trade school if required to attend in accordance with arrangements made with his employer.
Western Australia	Yes. Competitive, except in mining operations.	Yes.
Tasmania . . .	Yes, competitive.	Yes, if travelling to work from place of residence, or between place of residence and a trade, technical or other training school. Cover is also provided while a worker is travelling between his place of residence and his place of employment, provided he is travelling in a vehicle belonging to, hired by or used under contract with his employer for the conveyance of workers to and from their places of employment.
Commonwealth of Australia	No.	Yes, but liability restricted to travel to or from employment as distinct from place of employment.
Northern Territory	No.	Yes.
Australian Capital Territory	No.	Yes.

IN AUSTRALIA (AS AT 31ST DECEMBER, 1964)—*continued*.

Provisions for Lump Sum Payment for Scheduled Injuries.	Special Provisions regarding Compensation for Aged and Injured Workers.	Insurance.
Yes. Such payment is not subject to deduction in respect of any amount previously paid by way of a weekly payment.	No.	Compulsory (unless exempted by the Minister) and competitive.

## Dusts.

Silicosis.		Other Dusts.	
Maximum Weekly Payments.	Total Liability.	Maximum Weekly Payments.	Total Liability.
Special scheme with benefits as for other injuries.	Special scheme with benefits as for other injuries.	As for other injuries.	As for other injuries.
As for other injuries.	As for other injuries.	As for other injuries.	As for other injuries.
£7 (\$14).*	Compensation is payable to a sufferer during his lifetime. On death weekly payments to widow continue until total of £3,600 (\$7,200) paid. Minimum aggregate payment to widow, £710 (\$1,420); maximum weekly payment to widow, £5 (\$10).*	As for other injuries.	As for other injuries.
Workmen's Compensation Scheme. (Silicosis) As for other injuries.	As for other injuries.	As for other injuries.	As for other injuries.
As for other injuries.	As for other injuries.	As for other injuries.	As for other injuries.
Workers' (Occupational Diseases) Relief Fund Act 1954. Unmarried, £10 (\$20); married, £12 10s. (\$25); each child under 16 years, £1 4s. 6d. (\$2.45)	£4,000 (\$8,000).	As for silicosis.	£4,000 (\$8,000).
As for other injuries.	As for other injuries.	As for other injuries.	As for other injuries.
As for other injuries.	As for other injuries.	As for other injuries.	As for other injuries.
As for other injuries.	As for other injuries.	As for other injuries.	As for other injuries.

\* From 1964, amounts vary automatically with changes in basic wage.

## CHAPTER V.—LABOUR ORGANIZATIONS.

### § 1. Labour Organizations in Australia.

1. **General.**—The figures shown in this section are prepared from a special collection of membership of labour organizations at 31st December each year. The affairs of single unions are not disclosed in the published results and this has assisted in securing complete information. The Bureau is indebted to the secretaries of trade unions for their co-operation in supplying information.

This issue contains a comparison of the results of the annual collections for the years 1960 to 1964. Particulars for earlier years will be found in previous issues of the Labour Report. A table showing the number and membership of trade unions in Australia from 1912 will be found in Section XII. of the Appendix.

Where figures of trade union membership in this chapter have been rounded, any discrepancies between totals and sums of components are due to rounding.

2. **Trade Unions.**—(i) *General.* The trade unions in Australia are very diverse in character, and range from the small independent association to the large interstate organization, which, in its turn, may be a branch of an international body. Broadly speaking, there are four distinct classes of labour organizations:—(a) the local independent; (b) the State; (c) the interstate; and (d) the Australasian or international. The organization of interstate or federated unions varies greatly in character. In some unions the State organizations are bound together under a system of unification with centralized control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes. Statistics relating to interstate or federated trade unions are contained in tables on pages 228–229.

(ii) *Number and Membership.*—(a) *States.* The following table gives particulars of the number of separate unions and the number of members in each State and Territory at the end of the years 1960 to 1964.

**TRADE UNIONS: NUMBER AND MEMBERSHIP.**

Year.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
NUMBER OF SEPARATE UNIONS.									
1960..	231	157	133	136	155	101	25	31	(a)
1961..	226	156	133	134	152	103	24	34	363
1962..	222	155	135	133	152	103	23	38	355
1963..	227	154	137	134	154	103	30	54	347
1964..	223	157	141	137	154	111	30	59	340
NUMBER OF MEMBERS. (’000.)									
1960..	768.5	479.2	327.4	153.5	115.9	56.0	3.1	8.8	1,912.4
1961..	743.5	486.8	329.8	151.5	115.0	56.9	2.9	8.2	1,894.6
1962..	765.5	498.0	334.0	160.4	121.0	57.3	3.3	11.0	1,950.5
1963..	782.7	514.9	339.4	161.1	129.0	57.4	3.3	15.7	2,003.5
1964..	795.1	525.8	350.6	166.9	135.1	59.9	3.4	18.0	2,054.8
PERCENTAGE INCREASE IN MEMBERSHIP.(b)									
1960..	3.6	3.9	1.6	4.3	1.3	3.5	(c)	(c)	3.3
1961..	—3.2	1.6	0.7	—1.3	—0.8	1.5	(c)	(c)	—0.9
1962..	2.9	2.3	1.3	5.9	5.3	0.7	(c)	(c)	2.9
1963..	2.2	3.4	1.6	0.4	6.5	0.4	(c)	(c)	2.7
1964..	1.6	2.1	3.3	3.6	4.7	4.2	(c)	(c)	2.6

(a) Without interstate duplication. (See letterpress on p. 225). (b) On preceding year. (c) In some cases, union members in the Territories associated with State organizations are reported under the heading of that State. The annual figures reflect, in part, progressive improvements to more accurate reporting, and the comparability of totals for the Territories is affected by this aspect.

NOTE.—Minus sign (—) denotes decrease.

# INDUSTRIAL DISPUTES, AUSTRALIA, 1952 TO 1964

## WORKING DAYS LOST - INDUSTRY GROUPS





In the foregoing table, under the heading "Number of Separate Unions" a union with members in a State or Territory is counted as one union within that State or Territory. The figures do not add to the Australian total (shown in the last column) because a union represented in more than one State or Territory is included in the figure for each State or Territory in which it is represented, but is counted only once in the Australian total.

(b) *Industry Groups.* The tables below show the numbers and membership of trade unions in industry groups. The tables do not supply a precise classification of trade union members by industry. This is because in cases where the members of a union are employed in a number of industries they have been classified to the predominant industry for the union concerned.

(i) *Australia.* The number of unions and their membership in industry groups in Australia at the end of the years 1960 to 1964 are shown in the following table.

### TRADE UNIONS: INDUSTRY GROUPS,<sup>(a)</sup> AUSTRALIA.

Industry Group(a)	1960.	1961.	1962.	1963.	1964.
NUMBER OF SEPARATE UNIONS.(a)					
Agriculture, Grazing, etc. .. ..	3	3	3	3	3
Mining and Quarrying .. ..	12	12	12	12	12
Manufacturing—					
Engineering, Metals, Vehicles, etc. ..	14	13	12	12	12
Textiles, Clothing and Footwear ..	7	7	7	7	6
Food, Drink and Tobacco .. ..	34	34	34	34	33
Sawmilling, Furniture, etc. .. ..	7	7	6	6	6
Paper, Printing, etc. .. ..	6	6	6	6	6
Other Manufacturing .. ..	32	32	31	31	29
Total Manufacturing .. ..	100	99	96	96	92
Building and Construction .. ..	28	28	28	25	24
Railway and Tramway Services .. ..	25	25	25	25	24
Road and Air Transport .. ..	10	10	11	10	11
Shipping and Stevedoring .. ..	14	14	14	14	14
Banking, Insurance and Clerical .. ..	20	19	19	19	17
Wholesale and Retail Trade .. ..	11	11	11	12	12
Public Authority (n.e.i.), etc. (b) ..	75	73	70	70	72
Amusement, Hotels, Personal Service, etc. ..	25	23	22	23	22
Other Industries(c) .. ..	40	38	36	38	37
Total .. ..	363	355	347	347	340

### NUMBER OF MEMBERS. (<sup>000</sup>)

Agriculture, Grazing, etc. .. ..	63.4	61.4	60.7	60.8	63.3
Mining and Quarrying .. ..	37.7	35.3	35.4	35.0	35.2
Manufacturing—					
Engineering, Metals, Vehicles, etc. ..	292.4	291.5	294.6	301.5	312.8
Textiles, Clothing and Footwear .. ..	103.8	95.2	105.4	107.7	109.9
Food, Drink and Tobacco .. ..	119.8	128.0	130.4	136.7	130.9
Sawmilling, Furniture, etc. .. ..	43.9	42.0	39.1	39.7	39.5
Paper, Printing, etc. .. ..	51.8	51.8	52.1	53.4	53.2
Other Manufacturing .. ..	92.6	82.6	87.1	90.8	95.0
Total Manufacturing .. ..	704.3	691.1	708.7	729.8	741.3
Building and Construction .. ..	137.8	143.9	145.5	144.9	146.9
Railway and Tramway Services .. ..	139.1	133.8	134.7	133.8	131.2
Road and Air Transport .. ..	56.0	58.4	63.7	66.2	68.0
Shipping and Stevedoring .. ..	36.1	35.1	34.0	33.3	35.1
Banking, Insurance and Clerical .. ..	112.8	118.9	121.2	126.4	132.8
Wholesale and Retail Trade .. ..	81.7	75.7	79.7	84.2	86.3
Public Authority (n.e.i.) etc. (b) ..	331.2	341.0	354.0	374.0	389.2
Amusement, Hotels, Personal Service, etc. ..	69.6	51.4	54.5	54.1	54.8
Other Industries(c) .. ..	142.7	148.6	158.4	161.0	170.6
Total .. ..	1,912.4	1,894.6	1,950.5	2,003.5	2,054.8

(a) Without interstate duplication. See explanation in text above.  
and Municipal, etc. (c) Includes Community and Business Services.

(b) Includes Communication

(ii) *States.* The following table shows the number of unions and membership in broad industry groups in each State in 1964.

**TRADE UNIONS: NUMBER AND MEMBERSHIP. 1964: INDUSTRY GROUPS, STATES AND AUSTRALIA.**

State.	Manufacturing.	Building and Construction.	Transport.	Public Authority n.e.i., etc. (a)	Other. (b)	All Groups.
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**NUMBER OF SEPARATE UNIONS.(c)**

New South Wales ..	60	12	35	52	64	223
Victoria ..	53	10	19	39	36	157
Queensland ..	32	7	23	41	38	141
South Australia ..	42	7	20	38	30	137
Western Australia ..	36	7	20	45	46	154
Tasmania ..	33	6	16	28	28	111
<b>Australia(d) ..</b>	<b>92</b>	<b>24</b>	<b>49</b>	<b>72</b>	<b>103</b>	<b>340</b>

**NUMBER OF MEMBERS.**

('000.)

New South Wales ..	321.9	56.5	97.7	144.7	174.2	795.1
Victoria ..	219.5	36.5	50.7	98.8	120.4	525.8
Queensland ..	85.6	22.8	41.0	56.4	144.8	350.6
South Australia ..	60.8	11.7	18.9	37.4	38.1	166.9
Western Australia ..	30.4	10.7	18.7	29.2	46.2	135.1
Tasmania ..	19.4	4.4	6.4	15.2	14.4	59.9
<b>Australia(e) ..</b>	<b>741.3</b>	<b>146.9</b>	<b>234.3</b>	<b>389.2</b>	<b>543.1</b>	<b>2,054.8</b>

(a) Includes Communication and Municipal, etc. (b) Includes Agriculture, etc.; Mining and Quarrying; Banking, Insurance and Clerical; Wholesale and Retail Trade; Amusement, Hotels, Personal Service, etc.; and Community and Business Services. (c) See explanation in text on page 225. (d) Without interstate duplication. (e) Includes members in the Northern Territory and the Australian Capital Territory.

(iii) *Number of Members and Proportion of Wage and Salary Earners.*  
 (a) *General.* The following tables show the estimated percentages of numbers of members of trade unions to numbers of wage and salary earners in employment. As estimates of numbers of wage and salary earners in employment do not include employees engaged in rural industry or in private domestic service, the percentages have been calculated on figures obtained by adding to the end of the year estimates the number of employees in rural industry and private domestic service recorded at the nearest available Population Census. For this reason, and also because the membership of trade unions includes some persons not in employment, the percentages shown in the tables are approximations. Because of a revision of the employment estimates the percentages contained herein for earlier periods differ slightly from those published in issues of the Labour Report prior to No. 50.

(b) *States.* The table below shows, for each State and the Northern Territory, the number of males, females and persons who were members of trade unions at 31st December, 1964 and the estimated percentages as described above. In interpreting these, it should be noted that certain employees such as those in professional occupations may not be eligible for membership of a specified union, while others may not reside in a locality covered by a union devoted to their particular trade or occupation.

**TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL WAGE AND SALARY EARNERS, 31st DECEMBER, 1964.**

State.	Number of Members. ( <sup>000</sup> )			Proportion of Total Wage and Salary Earners.(b) (Per cent.)		
	Males.	Females.	Persons.	Males.	Females.	Persons.
New South Wales(a)	648.3	164.8	813.1	63	39	56
Victoria ..	410.3	115.5	525.8	56	37	50
Queensland ..	263.8	86.9	350.6	75	69	73
South Australia ..	141.4	25.5	166.9	58	27	50
Western Australia	108.5	26.6	135.1	61	43	56
Tasmania ..	48.8	11.1	59.9	60	40	55
Northern Territory	3.0	0.4	3.4	30	11	26
<b>Australia ..</b>	<b>1,624.0</b>	<b>430.8</b>	<b>2,054.8</b>	<b>62</b>	<b>41</b>	<b>56</b>

(a) Includes the Australian Capital Territory.

(b) See text page 226.

(c) *Australia.* Similar particulars for Australia as at the end of each of the years 1954 and 1961 to 1964 are given in the following table.

**TRADE UNIONS : NUMBER OF MEMBERS AND PROPORTION OF TOTAL WAGE AND SALARY EARNERS, AUSTRALIA.**

Year.	Number of Members. ( <sup>000</sup> .)			Proportion of Total Wage and Salary Earners. (a) (Per cent.)		
	Males.	Females.	Persons.	Males.	Females.	Persons.
1954 .. ..	1,448.2	339.3	1,787.5	66	45	61
1961 .. ..	1,521.9	372.7	1,894.6	63	41	57
1962 .. ..	1,561.9	388.6	1,950.5	64	41	57
1963 .. ..	1,588.5	415.0	2,003.5	62	42	57
1964 .. ..	1,624.0	430.8	2,054.8	62	41	56

(a) See text page 226.

(iv) *Classification according to Number of Members.* The following table shows the number and membership of all trade unions in Australia at the end of each of the years 1960 to 1964, classified according to size. In this table interstate unions are counted only once.



## TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, AUSTRALIA.

Year.	Under 2,000.	2,000 and under 5,000.	5,000 and under 10,000.	10,000 and under 20,000.	20,000 and under 30,000.	30,000 and under 40,000.	40,000 and under 50,000.	50,000 and over.	Total.
NUMBER OF SEPARATE UNIONS.									
1960 ..	253	39	25	18	8	4	11	5	363
1961 ..	245	40	25	18	7	5	7	8	355
1962 ..	237	41	22	19	8	5	6	9	347
1963 ..	238	38	23	20	7	5	6	10	347
1964 ..	233	39	17	22	8	5	5	11	340

NUMBER OF MEMBERS. (‘000.)									
1960 ..	129.0	122.0	182.8	254.6	188.8	135.5	491.1	408.6	1,912.4
1961 ..	122.2	123.4	183.2	261.8	167.4	170.1	305.5	561.0	1,894.6
1962 ..	119.0	127.2	163.9	272.3	194.7	182.6	267.8	623.0	1,950.5
1963 ..	122.7	117.2	174.2	279.6	168.2	177.6	266.0	698.0	2,003.5
1964 ..	126.0	126.5	128.6	305.9	193.8	181.4	224.6	768.1	2,054.8

PROPORTION OF TOTAL MEMBERSHIP. (PER CENT.)									
1960 ..	6.7	6.4	9.5	13.3	9.9	7.1	25.7	21.4	100.0
1961 ..	6.5	6.5	9.7	13.8	8.8	9.0	16.1	29.6	100.0
1962 ..	6.1	6.5	8.4	14.0	10.0	9.4	13.7	31.9	100.0
1963 ..	6.1	5.8	8.7	14.0	8.4	8.9	13.3	34.8	100.0
1964 ..	6.1	6.2	6.3	14.9	9.4	8.8	10.9	37.4	100.0

(v) *Interstate or Federated Trade Unions.* (a) *General.* The following tables give particulars regarding the number and membership of interstate or federated trade unions having branches in two or more States. Interstate trade unions account for almost 90 per cent. of total union membership.

(b) *Area of Operation.*—The area of operation of interstate or federated trade unions is shown in the following table.

## INTERSTATE OR FEDERATED TRADE UNIONS: NUMBER AND MEMBERSHIP.(a)

Year.	Unions Operating in—					Total.
	2 States.	3 States.	4 States.	5 States.	6 States.	
NUMBER OF UNIONS.						
1960 .. ..	12	8	21	34	65	140
1961 .. ..	13	8	21	32	66	140
1962 .. ..	12	8	21	32	67	140
1963 .. ..	10	7	23	33	68	141
1964 .. ..	9	4	22	37	71	143

NUMBER OF MEMBERS. (‘000.)						
1960 ..	37.7	33.3	215.8	460.9	929.7	1,677.4
1961 ..	29.9	63.6	183.3	404.8	1,001.9	1,683.5
1962 ..	30.0	63.5	184.2	371.7	1,092.5	1,741.9
1963 ..	27.7	30.2	189.2	370.2	1,179.6	1,796.9
1964 ..	17.9	25.3	170.9	455.4	1,180.9	1,850.3

(a) Certain unions have, in addition to branches in the States, branches in the Northern Territory and in the Australian Capital Territory.

(c) *Industry Groups*.—The table below shows the number of federated or interstate trade unions in the various industry groups together with their membership. The relative importance of these trade unions in each industry group may be gauged by comparing figures in this table with those appearing in the table on page 225 showing number and membership of all trade unions in industry groups. See also note in text on page 225 concerning the basis of this classification.

## INTERSTATE OR FEDERATED TRADE UNIONS: INDUSTRY GROUPS, (a) 1964

Industry Group.						Number of Separate Unions.(a)	Number of Members. ('000.)
Agriculture, Grazing, etc.	..	..	..	..	..	4	95.2
Mining and Quarrying	..	..	..	..	..		
Manufacturing—							
Engineering, Metals, Vehicles, etc.	..	..	..	..	..	9	311.3
Textiles, Clothing and Footwear	..	..	..	..	..	4	109.5
Food, Drink and Tobacco	..	..	..	..	..	11	106.1
Sawmilling, Furniture, etc.	..	..	..	..	..	3	35.3
Paper, Printing, etc.	..	..	..	..	..	5	51.5
Other Manufacturing	..	..	..	..	..	14	90.7
<i>Total Manufacturing</i>	..	..	..	..	..	46	704.4
Building and Construction	..	..	..	..	..	7	127.7
Railway and Tramway Services	..	..	..	..	..	6	105.3
Road and Air Transport	..	..	..	..	..	7	63.9
Shipping and Stevedoring	..	..	..	..	..	7	33.6
Banking, Insurance and Clerical	..	..	..	..	..	9	111.7
Wholesale and Retail Trade	..	..	..	..	..	3	77.6
Public Authority (n.e.i.)(b)	..	..	..	..	..	38	354.2
Amusement, Hotels, Personal Service, etc.	..	..	..	..	..	6	43.7
Other Industries(c)	..	..	..	..	..	10	133.0
<b>Total</b>	..	..	..	..	..	<b>143</b>	<b>1,850.3</b>

(a) Without interstate duplication. Communication and Municipal, etc.

See explanation in text on page 225.

(b) Includes

(c) Includes Community and Business Services.

3. *Organizations Registered under the (Commonwealth) Conciliation and Arbitration Act*.—Under Part VIII. of the *Conciliation and Arbitration Act* 1904–1964, any association of employers in an industry who have, or any employer who has, employed, on an average taken per month, not less than 100 employees during the six months preceding application for registration, and any association of not less than 100 employees in any industry, may be registered. However, the Public Service Arbitration Act provides that an association of less than 100 employees may be registered as an organization under the Conciliation and Arbitration Act if its members comprise at least three-fifths of all persons engaged in that industry in the Public Service. Such organizations are included in the figures shown below. Registered unions include both interstate associations and associations operating within one State only. Registration under Commonwealth legislation began in 1906. At the end of 1964 the number of employers' organizations registered under the provisions of the Act was 66. The number of unions registered at the end of 1964 was 156, with membership of 1,710,000, representing 83 per cent. of the total membership of all trade unions in Australia. Lists of organizations of employees and of employers registered under this Act are contained in the Industrial Information Bulletin, Vol. 20, No. 1, January, 1965, published by the Department of Labour and National Service.

4. **Central Labour Organizations.**—(i) *Trades and Labour Councils.* Delegate organizations, usually known as Trades Hall Councils or Labour Councils and consisting of representatives of a number of trade unions have been established in the capital cities and in a number of other centres in each State. In the centres where these councils exist, most unions or local branches operating in the district are affiliated. The district councils obtain their finance by means of a *per capita* tax on members of affiliated unions.

In States other than Western Australia, the district councils are generally independent bodies, although provision usually exists in the rules of the central council in the capital city for the organization of district councils, or for their representation on the central council. In Western Australia, until 1962, there was a unified system of organization with a central council and district councils within the framework of the Australian Labor Party. In 1962 this organization was abolished and a separate Trades and Labour Council with provincial councils was to be established outside the political organization. At the end of 1963, only the central council (the Trades and Labour Council of Western Australia) was operating but from 1964 provincial councils were established.

The following table shows, for each State and Territory, the number of trades and labour councils and the number of affiliated unions, or branches of unions, at the end of the years 1960 to 1964. The figures for the number of unions do not necessarily represent separate unions, since the branches of a large union may be affiliated with the local trades councils in the several towns in which they are represented.

#### TRADES AND LABOUR COUNCILS.

Year.	N.S.W.	Vic.	Qld.	S.A.	W.A. (a)	Tas.	N.T.	A.C.T.	Aust.
NUMBER OF COUNCILS.									
1960.. ..	11	9	12	6	10	5	..	1	54
1961.. ..	12	9	12	6	10	5	..	1	55
1962.. ..	12	9	12	5	10	5	..	1	54
1963.. ..	12	9	12	5	(a) 1	5	..	1	45
1964.. ..	12	9	13	5	3	5	..	1	48

#### NUMBER OF AFFILIATED UNIONS AND BRANCH UNIONS.

1960.. ..	305	289	178	157	386	115	..	24	1,454
1961.. ..	335	278	180	155	411	117	..	24	1,500
1962.. ..	336	282	176	148	413	123	..	21	1,499
1963.. ..	335	295	170	154	(a) 83	121	..	27	1,185
1964.. ..	342	291	187	151	126	130	..	29	1,256

(a) See explanation in text above.

As well as trades and labour councils there are councils organized on trade lines and composed of delegates from separate unions whose members' interests are closely connected by reason of their occupations. Delegate councils of bakers, bread carters and mill employees, or of unions connected directly or indirectly with the metal trades, or with the building trades, are examples of such organizations.

(ii) *Australian Council of Trade Unions.* A central labour organization, now called the Australian Council of Trade Unions, came into being during 1927. The Council was created to function on behalf of the trade unions of Australia, and was founded at an All-Australian Trade Union Congress held in Melbourne in May, 1927. The A.C.T.U., consists of affiliated unions and affiliated State Trades and Labour Councils and Provincial Councils. The State Trades and Labour Council in each State is the State Branch of the A.C.T.U. and it has the right to appoint one representative to act on the executive of the Council. In addition to the representatives of the State Branches of the A.C.T.U., six delegates are elected by and from Congress, one from each of the following industry groups:—Building, Food and Distributing Services, Manufacturing, Metal, Services, and Transport. To this Executive are added the four officers, namely, President, two Vice-Presidents, and Secretary, who are elected by and from the Australian Congress of Trade Unions.

The ordinary meetings of Congress are held in alternate years. The 1963 Biennial Congress was held in September, 1963, and attended by 517 delegates from affiliated organizations, State branches of the A.C.T.U., and Provincial Councils. Special meetings of Congress are held whenever deemed advisable by decision of the Executive, as approved by the majority of its branches, or by resolution of unions representing one-third of the total membership of the A.C.T.U.

The objectives of the A.C.T.U. are the socialization of industry, i.e. production, distribution and exchange, and the utilization of the resources of Australia for the benefit of the people—ensuring full employment, with rising standards of living, real security and full cultural opportunities for all. The methods to be adopted are:—the closer organization of the workers by the transformation of the Australian trade union movement from the craft to an industrial basis, by grouping of unions in their respective industries and by the establishment of one union in each industry; the consolidation of the Australian Labour Movement with the object of unified control, administration, and action; the centralized control of industrial disputes; educational propaganda among unions; and political action to secure satisfactory working-class legislation.

The A.C.T.U. was the first interstate body in Australia with authority to deal with industrial matters of an interstate character affecting the trade union movement generally. It is also the body responsible for submitting to the Commonwealth Government the names of persons suitable for selection as the Australian workers' delegate to the annual International Labour Conference.

All the major unions are affiliated with the A.C.T.U., with the exception of the largest, the Australian Workers' Union, which is itself virtually a central organization of branches catering in the main for employees in rural and construction industries.

## § 2. International Labour Organisation.

1. *General.*—The International Labour Organisation (I.L.O.) was established on 11th April, 1919, as an autonomous institution associated with the League of Nations. Its original constitution was adopted as Part XIII. of the Treaty of Versailles and formed part of other treaties of peace. During the years between its establishment and the outbreak of the 1939–45 War, the I.L.O., with head-quarters at Geneva, played a leading role in promoting the improvement of labour conditions throughout the world.

In 1940, in order to ensure that the I.L.O. should be able to continue to function freely, a working centre was established at Montreal, Canada. In 1964 the Organisation became the first of the specialized agencies of the United Nations. Under the terms of agreement, the United Nations recognizes the I.L.O. as a specialized agency having responsibility in the field defined by its constitution, which embraces labour conditions, industrial relations, employment organization, social security and other aspects of social policy. The Organisation has three basic parts. These are the International Labour Conference, its highest authority, which as a rule meets annually; the Governing Body, its executive council, which usually meets three times each year; and the International Labour Office, which provides the Secretariat of the Organisation. The Conference is composed of delegations from the Member States of the Organisation. At the end of 1964 there were 111 Member States, each of which is entitled to be represented by four delegates—two Government, one representing employers and one representing workers, together with their advisers. Each delegate speaks and votes independently, so that all points of view in each country are fully expressed. The Governing Body consists of the representatives of twenty-four governments, and twelve employers' and twelve workers' representatives. In previous issues of the Labour Report particulars are given of the proceedings of International Labour Conferences up to the 47th Session held in Geneva in June, 1963.

**2. The International Labour Conference.**—(i) *General.* These Conferences are composed of government, employer and worker delegations from member countries. The employer and worker delegates to the International Labour Conferences must be chosen, under the provisions of the I.L.O. Constitution, by each Government in agreement with the most representative employer and worker organizations of the country. The principal function of the Conference (which meets at least once a year) is to draft international minimum social and labour standards which take the form of International Labour Conventions and Recommendations (see paragraph 5, page 233).

(ii) *Recent Sessions.* The 48th Session of the Conference was held in Geneva in June and July, 1964. The Australian delegation comprised: the Minister for Labour and National Service, the Hon. William McMahon, Government delegates Mr. H. A. Bland (now Sir Henry Bland) and Mr. R. W. Furlonger, employers delegate Mr. C. J. McDougall, and workers' delegate the Hon. J. D. Kenny, M.L.C., together with their advisers.

The main topics for discussion were—hygiene in commerce and offices (second discussion); benefits in the case of industrial accidents and occupational diseases (second discussion); women workers in a changing world; employment of young persons in underground work in mines of all kinds; employment policy, with particular reference to the employment problems of developing countries; and a proposed declaration concerning the policy of apartheid of the Republic of South Africa.

The Conference also approved three amendments to the Constitution of the I.L.O. One provides for expulsion or suspension of a member State following similar action by the United Nations. The second allows for suspension of a member State from participation in the annual Conference, and the third amends procedures for applying Conventions to dependent territories. These amendments will not come into force until formally ratified by two-thirds of all member States and half of the ten States which are members of the Governing Body by virtue of their industrial importance.

**3. Governing Body.**—The Governing Body is the I.L.O.'s executive council and policy-making body. It meets three times yearly in Geneva, in February–March, May, and November. There are 48 members, 24 representing governments and 12 each representing employers and workers. Ten governments are permanently members of the Governing Body by virtue of their industrial importance. The remaining 14 government members are elected every three years by government delegates at sessions of the annual Conference; the employer and worker representatives are similarly elected by the employer and worker groups. Thirty deputy members are also elected, ten each representing governments, employers and workers.

From 1949 to 1960, Australia held a government seat, alternating as a Member and Deputy Member. In the last elections in June 1963, the Australian government was elected a Member. In the employers' group, Sir Lewis Burne was again elected a Deputy Member and in the workers' group, Mr. A. E. Monk was re-elected a Member. The Government's permanent representative on the Governing Body is Sir Henry Bland, Secretary of the Department of Labour and National Service.

Australia is a member of the Asian Advisory Committee of the Governing Body which advises on Asian problems and Asian aspects of general problems relevant to the I.L.O. At the 12th Session of the Committee in May and June, 1964, the government was represented by Mr. H. A. Bland (now Sir Henry Bland). Mr. H. C. Ferrier attended as an employers' representative and Mr. A. E. Monk as a workers' representative. Topics discussed at the meeting included developments under I.L.O. operational activities in Asia; social, labour and welfare aspects of planning for economic development in Asia; and rural development in Asia.

**4. Industrial Committees.**—Australia is a member of six of the ten Industrial and Analogous Committees of the I.L.O. These Committees were set up in 1945 to consider labour and social questions of concern to a particular industry. Australian tripartite delegations representing government, employers and workers attended two Industrial Committee meetings in Geneva during 1964, the 7th Session of the Building, Civil Engineering and Public Works Committee from 4th to 14th May, and the 8th Session of the Coal Mines Committee from 19th to 30th October. A tripartite delegation also attended an *ad hoc* Technical Meeting on the Clothing Industry held in Geneva from 21st September to 2nd October, 1964.

**5. I.L.O. Conventions and Recommendations.**—(i) *General.* An I.L.O. Convention is an international treaty which has to be approved by two-thirds of the delegates at the Conference before it is adopted. As part of their Constitutional obligations as Member States of the Organisation, Governments are required to bring Conventions adopted by Sessions of the Conference to the attention of their competent national authorities (Parliament) to be considered for ratification. After a Government ratifies an I.L.O. Convention, not only does it enter into a formal treaty obligation to ensure compliance with its provisions, but also it must report annually to the International Labour Office (the I.L.O. Secretariat) on the measures it is taking to give effect to its provisions, and must furnish copies of these Reports to the national representative workers' and employers' organizations. Countries which do not ratify Conventions are still obliged to examine them, to report back to the I.L.O. about the state of their law and practice and give reasons why they have not ratified them.

Recommendations do not require ratification, but Governments are obliged to bring them to the attention of the competent national authorities for consideration. These authorities must in turn weigh the possibility of adopting legislation or taking any other action that may be necessary to give effect to the provisions of Recommendations. A Report describing the way in which these obligations have been discharged must be sent to the I.L.O.

The International Labour Conference, during its 48 Sessions between 1919 and 1964, adopted 122 Conventions and 122 Recommendations setting forth international standards. These constitute what has become known as the International Labour Code. The Code covers a wide range of subjects, including wages, hours of work, annual holidays with pay, age of admission to employment, medical examination for fitness for employment, maternity protection, industrial health, safety and welfare, social insurance and assistance, unemployment insurance, compensation for employment injuries, freedom of association, right to organize and bargain collectively, employment conditions of seamen, etc. The Code has played an important part in the improvement of working and living conditions all over the world since 1919.

As far as Australia is concerned, the provisions of the Constitution are such that only the Commonwealth Government, under the "external affairs" power, may ratify international treaties, including I.L.O. Conventions, on behalf of Australia. The Commonwealth Government thus becomes internationally responsible for ensuring their observance. However, the Constitutional division of powers as between the Commonwealth and the States is such that although the subject matter of some I.L.O. Conventions is solely within the legislative competence of the Commonwealth, the subject matter of the great majority is the joint responsibility of the Commonwealth and the States. In the case of this latter category of Conventions it is necessary, before such Conventions can be ratified by Australia, that the law and practice in each State should already be precisely (and not just generally) in accord with their provisions. In addition, the Commonwealth Government has to ensure that its own law and practice in the Northern Territory and the Australian Capital Territory and, in some instances, in the general Commonwealth legislative field as well, are satisfactory. In other words, in respect of most I.L.O. Conventions, the law and practice in nine separate jurisdictions have to be precisely in accord with their provisions before they can be ratified by Australia. Moreover, it has been the policy of the Commonwealth Government since 1919, irrespective of party, not to proceed with ratification (on behalf of Australia as a whole) of I.L.O. Conventions that concern the States until each of the States has not only introduced satisfactory law and practice, but also formally agreed to ratification by the Commonwealth.

Further, the I.L.O. Constitution provides that I.L.O. Conventions, once ratified by a member country, have to be considered from the point of view of extending the ratification to that country's non-metropolitan territories (where such exist), and a Declaration indicating that country's attitude to such extensions has to be submitted to the I.L.O. In other words, as far as Australia is concerned, once an I.L.O. Convention has been ratified in respect of the mainland, consideration has to be given to its extension to the Territories of Papua and New Guinea, Nauru and Norfolk Island. In passing, it could be added that there are a few I.L.O. Conventions which apply only to non-metropolitan territories.

(ii) *Conventions ratified by Australia.* As at 1st January, 1965, Australia had ratified 26 I.L.O. Conventions—18 based exclusively on the law and practice of the Commonwealth Government—and a list of these is given below. A summary of the purpose and main provisions of each Convention ratified to the end of 1960 was published in Labour Report No. 47, 1959 and Labour Report No. 48, 1960, and a Summary of Convention No. 116, ratified in October, 1963, is given below.

*No. 7—Minimum Age (Sea), 1920.*—Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping, but has been extended to the Territory of Papua and New Guinea.)

*No. 8—Unemployment Indemnity (Shipwreck), 1920.*—Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping, but has been extended to the Territory of Papua and New Guinea.)

*No. 9—Placing of Seamen, 1920.*—Ratified by Australia 3rd August, 1925. (This ratification does not apply to intra-state shipping.)

*No. 10—Minimum Age (Agriculture), 1921.*—Ratified by Australia 24th December, 1957. (This ratification has been extended to the Territories of Papua and New Guinea and Norfolk Island.)

*No. 11—Right of Association (Agriculture), 1921.*—Ratified by Australia 24th December, 1957. (This ratification has been extended to the Territories of Papua and New Guinea and Norfolk Island.)

*No. 12—Workmen's Compensation (Agriculture), 1921.*—Ratified by Australia 7th June, 1960.

*No. 15—Minimum Age (Trimmers and Stokers), 1921.*—Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping.)

*No. 16—Medical Examination of Young Persons (Sea), 1921.*—Ratified by Australia 28th June, 1935. (This ratification does not apply to intra-state shipping.)

*No. 18—Workmen's Compensation (Occupational Diseases), 1925.*—Ratified by Australia 22nd April, 1959. (This ratification has been extended to the Territories of Papua and New Guinea and Nauru.)

*No. 19—Equality of Treatment (Accident Compensation), 1925.*—Ratified by Australia 12th June, 1959. (This ratification has been extended to the Territories of Papua and New Guinea and Nauru.)

*No. 21—Inspection of Emigrants, 1926.*—Ratified by Australia 18th April, 1931.

*No. 22—Seamen's Articles of Agreement, 1926.*—Ratified by Australia 1st April, 1935.

*No. 26—Minimum Wage-Fixing Machinery, 1928.*—Ratified by Australia 9th March, 1931. (This ratification has been entered into "in respect of the Commonwealth of Australia".)

*No. 27—Marking of Weight (Packages Transported by Vessels), 1929.*—Ratified by Australia 9th March, 1931. (This ratification has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

*No. 29—Forced Labour, 1930.*—Ratified by Australia 2nd January, 1932. (This ratification has been entered into "in respect of the Commonwealth of Australia," and has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

*No. 42—Workmen's Compensation (Occupational Diseases) (Revised), 1934.*—Ratified by Australia 29th April, 1959. (This ratification has been extended to the Territories of Papua and New Guinea and Nauru.)



No. 45—*Underground Work (Women)*, 1935.—Ratified by Australia 7th October, 1953. (This ratification has been extended to the Territory of Papua and New Guinea.)

No. 57—*Hours of Work and Manning (Sea)*, 1936.—Ratified by Australia 24th September, 1938.

No. 63—*Statistics of Wages and Hours of Work*, 1938.—Ratified by Australia 5th September, 1939. (Australia has excluded Part II. from its acceptance of the Convention.)

No. 76—*Wages, Hours of Work and Manning (Sea)*, 1946.—Ratified by Australia 24th January, 1949.

No. 80—*Final Articles Revision*, 1946.—Ratified by Australia 24th January, 1949. (This ratification has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

No. 85—*Labour Inspectorates (Non-Metropolitan Territories)*, 1947.—Ratified by Australia 30th September, 1954. (In ratifying this Convention, the Government of the Commonwealth of Australia declared that it would apply the Convention to the Territory of Papua and New Guinea subject to certain modifications. The Government also declared that the Convention was inapplicable in respect of Norfolk Island and that it reserved its decision in respect of the application of the Convention to the Territory of Nauru.)

No. 88—*Employment Service*, 1948.—Ratified by Australia 24th December, 1949.

No. 93—*Wages, Hours of Work and Manning (Sea)*. (*Revised*), 1949.—Ratified by Australia 3rd March, 1954. (This Convention has been revised by Convention No. 109—*Wages, Hours of Work and Manning (Sea)*—Revised, 1958, which has not been ratified by Australia.)

No. 105—*Abolition of Forced Labour*, 1957.—Ratified by Australia 7th June, 1960. (This ratification has been extended to the Territories of Papua and New Guinea, Nauru and Norfolk Island.)

No. 116—*Final Articles Revision*, 1961.—This Convention provides for the partial revision of the Conventions adopted at the first thirty-two sessions of the I.L.O. Conference for the purpose of standardizing the provisions regarding the preparation of reports by the Governing Body of the International Labour Office on the working of Conventions.—Ratified by Australia 29th October, 1963.

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## APPENDIX.

## SECTION I.

## SYDNEY: AVERAGE RETAIL PRICES OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1964.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	September.	October.	November.	December.	Average 1964.
		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Groceries, etc.—														
Bread(a) ..	2 lb.	15 8	15 8	15 8	15 8	15 8	15 8	15 8	15 8	15 8	15 8	15 8	15 8	15 8
Flour, plain(b) ..	2 lb. pkt.	15 6	15 6	15 6	15 6	15 7	15 2	15 3	15 0	15 0	15 3	15 1	14 9	15 3
" self-raising ..		17 2	17 7	17 2	17 7	17 6	17 6	17 1	17 1	16 5	16 6	17 2	17 2	17 2
Tea ..	½ lb. pkt.	31 2	31 2	31 2	31 2	31 0	31 0	30 7	30 7	30 7	30 7	30 6	30 6	30 9
Sugar(b) ..	4 lb. pkt.	38 2	38 2	38 2	38 2	37 9	37 2	37 6	38 2	37 9	37 2	38 2	38 2	37 9
Rice(b) ..	1 lb. pkt.	12 9	12 9	12 4	12 6	12 4	13 3	13 0	13 2	13 4	13 2	12 8	13 1	12 9
Jam, plum ..	1½ lb.	28 6	28 6	27 5	28 0	27 6	26 6	25 0	26 0	26 3	25 7	26 3	25 7	26 8
Oats, rolled ..	2 lb. pkt.	32 2	33 6	34 2	33 0	32 8	32 4	31 7	31 7	32 3	32 8	32 3	32 3	32 6
Peaches, canned ..	29 oz.	28 1	29 0	29 7	29 7	29 5	29 6	29 7	29 8	29 8	29 8	29 8	29 8	29 5
Pears, canned ..		28 4	28 9	29 2	29 3	29 4	29 4	29 3	29 6	29 7	29 0	29 8	29 9	29 3
Potatoes ..	7 lb.	27 8	37 6	36 8	41 7	37 7	44 0	55 9	50 9	52 3	79 2	45 0	46 5	46 3
Onions, brown ..	1 lb.	8 0	8 2	8 0	8 0	9 2	9 2	9 0	7 0	8 2	7 3	8 4	8 1	8 2
Soap, laundry(b) ..	21 oz. pkt.	28 1	27 5	28 2	28 8	28 3	28 8	27 7	27 6	28 4	27 9	28 3	28 2	28 2
Dairy Produce—														
Butter, factory ..	1 lb.	48 2	48 2	48 2	48 2	48 2	48 2	50 3	50 2	50 2	50 2	50 2	50 2	49 2
Cheese, processed(b) ..	8 oz. pkt.	22 4	21 7	22 4	22 4	22 4	22 2	22 2	22 7	22 7	23 1	23 1	23 1	22 5
Eggs, 24 oz. ..	doz.	57 5	62 5	62 5	62 5	62 5	62 5	62 5	57 5	52 5	52 5	52 5	57 5	58 8
Bacon, rashers ..	1 lb.	76 0	76 5	76 5	76 5	76 5	79 9	84 2	84 2	84 2	84 2	84 2	84 8	80 6
Milk, condensed ..	14 oz. tin	20 7	20 4	20 7	20 7	20 4	20 6	20 3	20 3	20 0	20 0	19 8	20 0	20 3
" fresh, bottled(a) ..	quart	20 0	20 0	20 0	20 0	20 0	20 0	20 0	20 0	20 0	20 0	20 0	20 0	20 0
		March Quarter, 1964.			June Quarter, 1964.			September Quarter, 1964.			December Quarter, 1964.			
Meat—														
Beef, sirloin ..	lb.		50 8			51 2			51 3		52 7			51 5
" rib (without bone) ..	"		41 5			42 7			44 2		44 2			43 2
" steak, rump ..	"		67 8			68 3			70 0		71 3			69 4
" " chuck ..	"		36 1			37 6			39 4		39 9			38 3
" sausages ..	"		20 9			21 3			22 5		22 5			21 8
" silverside, corned ..	"		40 7			40 7			41 4		43 7			41 6
" brisket, corned ..	"		29 7			30 0			31 0		33 2			31 0
Mutton, leg ..	"		22 3			23 2			24 8		25 7			24 0
" forequarter ..	"		14 8			15 6			17 5		17 6			16 4
" chops, loin ..	"		20 5			21 7			24 3		24 5			22 8
" " leg ..	"		22 2			22 8			25 3		25 2			23 9
Lamb, leg ..	"		35 2			37 5			37 9		37 3			37 0
" forequarter ..	"		20 0			23 0			23 4		22 5			22 2
" chops, loin ..	"		40 7			44 5			44 4		43 7			43 3
" " leg ..	"		42 4			45 8			46 3		46 2			45 2
Pork, leg ..	"		58 0			58 0			60 3		61 7			59 5
" loin ..	"		56 5			57 8			60 5		60 7			58 9
" chops ..	"		56 1			57 8			60 6		60 3			58 7

(a) Delivered.

(b) Not comparable with previous series.

## SECTION I.—continued.

## MELBOURNE: AVERAGE RETAIL PRICES OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1964.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	Septem-ber.	October.	Novem-ber.	Decem-ber.	Average, 1964.	
		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	
Groceries, etc.—															
Bread(a) ..	2 lb.	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.8	15.8	15.8	15.8	15.5	
Flour, plain(b) ..	2 lb. pkt.	16.4	16.4	16.4	16.4	15.0	16.5	16.5	16.5	16.5	16.5	15.9	16.5	16.3	
.. self-raising ..	..	19.4	19.4	19.4	18.7	19.2	19.1	19.1	19.0	18.4	19.0	18.4	17.2	18.9	
Tea ..	½ lb. pkt.	31.8	31.8	31.8	31.8	31.8	31.8	31.8	31.7	31.7	31.8	31.8	31.8	31.8	
Sugar(b) ..	4 lb. pkt.	36.7	36.7	36.7	36.7	36.7	36.7	36.7	36.7	34.8	36.7	36.7	36.7	36.5	
Rice(b) ..	1 lb. pkt.	12.7	12.7	12.7	12.7	12.5	13.1	13.1	13.1	12.9	12.9	13.1	13.1	12.9	
Jam, plum ..	1½ lb.	27.1	27.1	27.1	27.1	27.1	27.1	27.1	27.1	25.6	27.3	27.3	27.3	27.0	
Oats, rolled ..	2 lb. pkt.	31.5	31.8	32.1	31.5	32.1	32.1	32.1	32.1	30.7	31.9	31.9	31.9	31.8	
Peaches, canned ..	29 oz.	24.8	25.2	26.9	26.3	27.1	25.7	27.1	27.0	26.2	27.0	26.1	26.4	26.3	
Pears, canned ..	..	25.1	25.2	27.0	26.2	27.2	26.3	26.6	27.1	26.4	26.5	26.7	27.2	26.5	
Potatoes ..	7 lb.	28.7	36.5	31.4	35.8	35.3	40.7	54.6	49.9	52.8	79.0	69.3	68.7	48.6	
Onions, brown ..	1 lb.	8.7	8.9	9.2	8.9	9.3	9.3	9.3	9.7	9.9	9.8	10.7	10.5	9.5	
Soap, laundry(b) ..	21 oz. pkt.	25.5	25.5	28.4	29.2	28.7	29.6	28.7	29.3	28.7	28.1	28.8	28.7	28.3	
Dairy Produce—															
Butter, factory ..	lb.	48.0	48.0	48.0	48.0	48.0	48.1	49.6	49.6	49.8	49.8	49.8	49.8	48.9	
Cheese, processed(b) ..	8 oz. pkt.	21.3	21.3	21.3	21.3	21.3	20.8	20.1	22.1	22.1	22.1	21.5	22.1	21.4	
Eggs, extra large ..	doz.	59.2	61.7	64.2	64.2	64.2	63.4	64.2	58.6	53.3	45.1	45.3	50.0	57.8	
Bacon, rashers ..	lb.	80.8	78.8	78.8	82.1	82.1	82.4	86.7	86.9	86.9	86.9	86.9	86.9	83.9	
Milk, condensed ..	14 oz. tin	19.8	20.2	20.2	20.2	19.9	19.5	20.1	20.1	19.8	19.7	19.3	20.4	19.9	
.. fresh, bottled(a) ..	quart	16.5	16.5	16.5	16.5	16.5	16.5	16.5	16.5	16.5	17.1	17.1	17.1	16.7	
Meat—		March Quarter, 1964.				June Quarter, 1964.				September Quarter, 1964.				December Quarter, 1964.	
Beef, sirloin ..	lb.		49.3			49.5		49.5		49.1		49.6		49.6	49.4
.. rib (without bone) ..	..		48.6			49.2		49.4		49.4		49.4		49.4	49.2
.. steak, rump ..	..		73.1			74.0		75.0		75.0		74.9		74.9	74.3
.. .. chuck ..	..		38.4			39.1		39.6		39.6		39.6		39.6	39.2
.. .. sausages ..	..		21.1			22.3		22.5		22.5		22.6		22.6	22.1
.. silverside, corned ..	..		46.0			46.7		47.4		47.4		47.2		47.2	46.8
.. brisket, corned ..	..		32.7			32.7		33.2		33.2		33.4		33.4	33.0
Mutton, leg ..	..		23.3			24.9		24.8		24.8		24.3		24.3	24.3
.. forequarter ..	..		16.6			18.6		18.3		18.3		18.1		18.1	17.9
.. chops, loin ..	..		20.3			22.4		22.9		22.9		23.4		23.4	22.2
.. .. leg ..	..		24.8			26.6		26.9		26.9		27.0		27.0	26.3
Lamb, leg ..	..		36.7			39.1		38.9		38.9		37.7		37.7	38.1
.. forequarter ..	..		21.9			24.7		25.1		25.1		24.1		24.1	24.0
.. chops, loin ..	..		42.0			44.7		44.6		44.6		43.4		43.4	43.7
.. .. leg ..	..		43.5			45.6		46.7		46.7		46.0		46.0	45.5
Pork, leg ..	..		54.1			55.1		56.3		56.3		57.3		57.3	55.7
.. loin ..	..		54.9			56.5		57.9		57.9		58.4		58.4	56.9
.. chops ..	..		55.1			57.1		58.3		58.3		58.9		58.9	57.4

(a) Delivered.

(b) Not comparable with previous series.

## SECTION I.—continued.

## BRISBANE: AVERAGE RETAIL PRICES OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1964.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	Septem- ber.	October.	Novem- ber.	Decem- ber.	Average, 1964.
		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Groceries, etc.—														
Bread(a) ..	2 lb.	14.6	14.6	14.6	14.6	14.6	14.6	14.6	14.6	14.6	14.6	14.6	15.0	14.6
Flour, plain (b) ..	2 lb. pkt.	12.8	12.6	12.6	12.6	12.6	12.5	12.7	12.7	12.7	12.5	12.6	12.6	12.6
" self-raising ..	"	16.1	16.1	16.1	16.1	16.5	16.5	16.5	16.5	16.5	16.5	15.7	16.0	16.3
Tea ..	½ lb. pkt.	30.9	31.0	30.8	31.0	30.9	31.0	31.0	30.7	31.0	30.9	31.0	31.0	30.9
Sugar(b) ..	4 lb. pkt.	36.7	36.5	37.0	37.0	37.0	36.3	36.8	36.7	37.0	37.0	36.5	36.3	36.7
Rice(b) ..	1 lb. pkt.	12.7	12.7	12.6	12.6	12.7	12.9	12.8	13.0	12.9	13.0	13.0	13.0	12.8
Jam, plum ..	1½ lb.	25.1	25.1	25.1	24.7	24.6	25.1	22.7	24.0	24.5	24.5	24.8	24.5	24.6
Oats, rolled ..	2 lb. pkt.	34.0	34.1	33.9	33.3	33.3	33.2	33.4	32.9	33.2	34.3	34.0	34.3	33.7
Peaches, canned ..	29 oz.	27.7	27.7	30.3	30.5	29.7	30.0	29.7	29.5	28.8	30.0	29.7	29.8	29.5
Pears, canned ..	"	28.2	28.2	30.3	30.5	29.0	30.0	29.7	29.9	30.0	29.5	29.7	29.6	29.6
Potatoes ..	7 lb.	26.7	34.0	43.7	45.4	39.4	41.9	57.3	49.6	56.1	62.9	46.2	48.9	46.0
Onions, brown ..	1 lb.	6.4	7.7	7.8	8.6	9.2	10.2	7.6	6.2	6.6	6.2	7.3	7.2	7.6
Soap, laundry(b) ..	21 oz. pkt.	28.0	28.7	29.6	31.0	30.9	31.4	31.2	29.4	31.5	29.8	31.3	31.0	30.3
Dairy Produce—														
Butter, factory ..	1 lb.	48.0	48.0	48.0	48.0	48.0	48.0	50.4	50.4	50.5	50.5	50.5	50.5	49.2
Cheese, processed(b) ..	8 oz. pkt.	23.6	22.9	23.1	23.6	23.3	23.1	22.5	23.6	23.9	23.3	23.0	23.2	23.3
Eggs, large ..	doz.	56.7	60.0	60.0	60.0	63.3	62.9	62.0	52.5	52.6	52.6	50.4	50.4	57.0
Bacon, rashers ..	1 lb.	81.5	82.3	82.3	82.3	82.3	84.8	85.6	89.8	89.8	89.8	89.8	89.8	85.8
Milk, condensed ..	14 oz. tin	20.6	20.9	21.1	21.1	21.3	21.3	20.3	20.7	21.0	21.0	20.7	21.1	20.9
" fresh, bottled(a) ..	quart	15.8	15.8	15.8	16.7	16.7	16.7	16.7	16.7	16.7	16.7	16.7	16.7	16.5
Meat—		March Quarter, 1964			June Quarter, 1964			September Quarter, 1964			December Quarter, 1964			
Beef, sirloin ..	lb.		44.7			44.7			45.0			47.7		45.5
" rib (without bone) ..	"		36.9			36.9			37.5			39.7		37.8
" steak, rump ..	"		59.0			59.7			59.9			62.6		60.3
" " chuck ..	"		34.0			34.2			35.0			37.2		35.1
" sausages ..	"		23.5			23.8			23.9			24.6		24.0
" silverside, corned ..	"		42.0			42.3			42.5			45.5		43.1
" brisket, corned ..	"		31.5			31.6			30.9			33.4		31.9
Mutton, leg ..	"		26.1			26.1			26.3			28.1		26.7
" forequarter ..	"		14.3			14.6			14.7			16.1		14.9
" chops, loin ..	"		25.1			25.3			25.3			27.9		25.9
" " leg ..	"		25.6			25.4			25.4			27.9		26.1
Lamb, leg ..	"		38.1			39.4			40.1			41.1		39.7
" forequarter ..	"		23.3			24.2			24.9			25.6		24.5
" chops, loin ..	"		38.4			39.4			40.5			42.3		40.2
" " leg ..	"		38.6			39.5			40.5			42.3		40.2
Pork, leg ..	"		51.4			52.4			56.2			56.9		54.2
" loin ..	"		50.0			51.7			55.3			55.3		53.1
" chops ..	"		50.1			51.7			55.3			55.6		53.2

(a) Delivered.

(b) Not comparable with previous series.

SECTION I.—*continued.*

## ADELAIDE: AVERAGE RETAIL PRICES OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1964.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	Septem- ber.	October.	Novem- ber.	Decem- ber.	Average, 1964.
Groceries, etc.—		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Bread(a)	2 lb.	14.6	14.6	14.6	14.6	14.6	14.6	14.6	14.6	14.6	15.0	15.0	15.0	14.7
Flour, plain (b)	2 lb. pkt.	13.2	13.2	13.2	13.2	13.2	13.2	13.0	12.7	12.9	12.9	12.9	13.0	13.1
self-raising	2 lb. pkt.	15.4	15.2	15.2	15.2	15.2	14.8	15.0	15.0	14.7	14.7	14.7	14.6	15.0
Tea	1 lb. pkt.	31.5	31.3	31.5	31.1	31.3	31.0	31.1	31.3	31.1	31.1	31.1	31.1	31.2
Sugar	1 lb.	9.2	9.2	9.2	9.2	9.2	9.2	9.2	9.1	9.0	9.0	9.2	9.2	9.2
Rice(b)	1 lb. pkt.	12.8	12.8	12.5	12.7	12.2	12.8	12.6	12.4	12.8	12.8	12.7	12.8	12.7
Jam, plum	1 lb.	27.7	27.7	27.2	27.5	27.1	27.5	27.3	26.3	26.5	26.5	26.5	26.5	27.0
Oats, rolled	1 lb.	23.7	23.6	23.6	23.1	23.3	23.1	22.8	22.9	22.7	23.0	23.0	23.1	23.2
Peaches, canned	29 oz.	24.8	25.1	25.9	25.5	25.5	25.5	26.0	25.7	26.3	26.3	26.3	25.9	25.7
Pears, canned	29 oz.	24.3	25.3	26.2	26.2	26.1	26.3	26.2	26.2	26.2	26.2	26.2	25.9	25.9
Potatoes	7 lb.	19.7	24.9	23.5	33.5	33.5	36.1	50.7	42.1	41.8	77.5	54.0	50.2	40.6
Onions, brown	1 lb.	6.8	7.8	8.3	8.0	8.3	7.9	8.2	7.4	7.3	8.8	9.3	8.3	8.0
Soap, laundry(b)	21 oz. pkt.	20.0	20.6	24.8	24.6	24.8	24.8	23.0	24.4	24.0	23.5	23.9	23.7	23.5
Dairy Produce—														
Butter, factory	1 lb.	47.1	47.3	47.1	46.9	47.1	47.1	48.6	48.8	48.5	48.5	48.5	48.2	47.8
Cheese, processed(b)	8 oz. pkt.	22.8	22.7	22.7	22.7	22.5	22.6	23.1	22.7	23.0	23.0	22.7	23.0	22.8
Eggs, large	doz.	55.6	59.9	61.7	61.5	61.1	60.9	55.5	50.5	50.5	47.5	50.1	52.4	55.6
Bacon, rashers	1 lb.	67.4	70.3	70.8	73.6	73.7	74.7	74.2	75.7	75.7	75.7	75.7	75.7	73.6
Milk, condensed	14 oz. tin	19.8	19.9	20.7	20.2	20.5	20.3	20.5	19.7	20.2	19.5	19.9	19.0	20.0
fresh, bottled(a)	quart	16.7	16.7	16.7	16.7	16.7	16.7	16.7	16.7	17.5	17.5	17.5	17.5	17.0
Meat—		March Quarter, 1964.				June Quarter, 1964.				September Quarter, 1964.				
Beef, sirloin (without bone)	lb.		44.5			46.0			47.4			50.1		47.0
rib (without bone)	"		42.8			44.5			45.9			48.1		45.3
steak, rump	"		68.4			70.4			71.2			73.8		71.0
" chuck	"		41.4			43.5			45.1			46.2		44.1
sausages	"		20.4			21.0			21.4			21.8		21.2
silverside, corned	"		45.6			46.8			48.2			51.1		47.9
brisket, corned	"		34.1			34.9			36.0			37.6		35.7
Mutton, leg	"		27.1			28.1			28.1			28.0		27.8
forequarter	"		15.2			15.9			16.1			16.2		15.9
chops, loin	"		26.1			27.7			27.7			27.7		27.3
" leg	"		27.6			28.6			28.7			28.5		28.4
Lamb, leg	"		40.0			41.9			40.0			39.6		40.4
forequarter	"		23.7			26.7			24.6			24.7		24.9
chops, loin	"		45.5			48.0			46.1			45.7		46.3
" leg	"		45.7			48.1			45.9			45.5		46.3
Pork, leg	"		58.3			58.6			58.8			61.0		59.2
loin	"		58.2			58.5			58.7			61.1		59.1
chops	"		58.5			58.9			59.1			61.4		59.5

(a) Delivered.

(b) Not comparable with previous series.

## SECTION I.—continued.

## PERTH: AVERAGE RETAIL PRICES OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1964.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	Septem-ber.	October.	Novem-ber.	Decem-ber.	Average, 1964.
		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Groceries, etc.—														
Bread(a) ..	2 lb.	15.8	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.4	15.8	15.8	15.8	15.5
Flour, plain(b) ..	2 lb. pkt.	12.7	12.7	12.7	12.1	11.6	12.8	12.8	12.8	12.8	12.8	12.8	12.8	12.6
" self-raising ..		17.0	17.0	16.3	17.0	17.1	17.0	17.0	16.6	17.3	17.1	17.1	16.7	16.9
Tea ..	½ lb. pkt.	30.1	30.3	30.1	30.3	30.3	30.3	30.4	30.5	30.5	30.5	30.5	30.5	30.4
Sugar(b) ..	4 lb. pkt.	36.1	36.1	36.1	34.9	36.7	35.5	35.5	36.1	34.3	35.5	36.1	36.1	35.8
Rice(b) ..	1 lb. pkt.	12.8	12.8	12.8	12.8	13.1	13.2	12.9	13.2	13.2	13.2	13.2	13.2	13.0
Jam, plum ..	1½ lb.	27.1	26.8	26.8	26.8	25.3	26.6	25.8	26.6	26.6	26.8	26.6	26.6	26.5
Oats, rolled ..	2 lb. pkt.	27.2	27.7	26.6	27.1	27.1	24.5	27.1	27.5	27.3	27.5	27.5	27.5	27.1
Peaches, canned ..	29 oz.	27.1	27.2	26.6	27.4	28.0	28.0	29.0	29.0	29.0	28.4	29.0	29.0	28.1
Pears, canned ..		27.1	27.2	26.6	27.4	28.0	28.0	29.0	29.0	29.0	29.0	29.0	29.0	28.2
Potatoes ..	7 lb.	32.5	32.5	32.5	32.8	32.8	32.8	32.8	32.8	32.8	32.8	32.8	32.8	32.7
Onions, brown ..	lb.	7.4	6.9	6.7	7.4	7.8	8.2	9.2	9.7	9.7	11.2	8.6	7.6	8.4
Soap, laundry(b) ..	21 oz. pkt.	23.1	22.8	23.8	26.9	26.9	27.4	28.3	27.4	28.1	27.5	28.4	28.8	26.6
Dairy Produce—														
Butter, factory ..	lb.	47.6	47.6	47.6	47.6	47.6	47.6	50.0	50.0	50.0	50.0	50.0	50.0	48.8
Cheese, processed(b) ..	8 oz. pkt.	21.3	21.3	20.8	20.9	21.3	21.3	21.0	22.7	22.7	22.7	22.7	22.6	21.8
Eggs, grade 1A ..	doz.	58.2	60.2	60.2	60.2	60.2	60.2	60.2	60.2	53.3	53.0	53.0	53.0	57.7
Bacon, rashers ..	lb.	70.4	70.6	72.1	73.5	73.7	75.6	75.6	75.6	75.6	75.6	75.6	75.6	74.1
Milk, condensed ..	14 oz. tin	19.2	19.2	19.2	19.2	18.9	18.3	19.2	19.0	19.2	19.2	19.0	19.3	19.1
" fresh, bottled(a) ..	quart	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5
Meat—			March Quarter, 1964.			June Quarter, 1964.			September Quarter, 1964.			December Quarter, 1964.		
Beef, sirloin ..	lb.		41.9			46.7			47.0			45.7		45.3
" rib (without bone) ..	"		39.4			43.1			44.0			42.1		42.2
" steak, rump ..	"		62.6			66.8			67.6			67.3		66.1
" " chuck ..	"		37.7			41.6			42.5			40.7		40.6
" sausages ..	"		20.1			21.0			21.9			21.7		21.2
" silverside, corned ..	"		40.9			43.1			44.2			43.7		43.0
" brisket, corned ..	"		28.7			30.8			32.0			31.6		30.8
Mutton, leg ..	"		26.7			28.4			30.6			28.7		28.6
" forequarter ..	"		16.6			18.8			21.2			18.4		18.8
" chops, loin ..	"		24.7			27.4			29.7			27.4		27.3
" " leg ..	"		25.1			27.4			29.8			27.4		27.4
Lamb, leg ..	"		41.9			45.9			46.4			42.0		44.1
" forequarter ..	"		27.0			30.2			31.5			27.3		29.0
" chops, loin ..	"		43.2			47.0			48.2			44.7		45.8
" " leg ..	"		43.2			47.0			48.2			44.7		45.8
Pork, leg ..	"		53.8			56.4			55.8			55.1		55.3
" loin ..	"		54.3			56.5			56.0			54.9		55.4
" chops ..	"		54.3			56.6			56.4			55.6		55.8

(a) Delivered.

(b) Not comparable with previous series.

## SECTION I.—continued.

## HOBART: AVERAGE RETAIL PRICES OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1964.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	Septem- ber.	October.	Novem- ber.	Decem- ber.	Average, 1964.
		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Groceries, etc.—														
Bread(a) ..	2 lb.	15.0	15.0	15.0	15.0	15.0	15.0	15.8	15.8	15.8	15.8	15.8	15.8	15.4
Flour, plain(b) ..	2 lb. pkt.	13.6	13.6	13.6	13.6	13.5	13.5	13.5	13.5	13.5	13.5	13.5	13.5	13.5
" self-raising ..	2 lb.	20.1	19.8	19.8	19.9	19.7	19.7	19.7	19.7	19.7	19.7	19.6	19.4	19.7
Tea ..	½ lb. pkt.	33.0	32.7	33.0	33.0	33.0	33.0	33.0	33.0	33.0	32.5	33.0	32.8	32.9
Sugar(b) ..	4 lb. pkt.	38.2	38.2	38.2	38.2	38.2	38.2	37.9	38.2	38.2	38.2	38.2	38.2	38.2
Rice(b) ..	1 lb. pkt.	13.1	13.1	13.1	13.1	12.8	13.0	13.1	13.1	13.1	13.1	13.2	13.2	13.1
Jam, plum ..	1½ lb.	27.9	27.8	27.8	27.8	27.6	27.6	27.6	27.4	27.6	27.6	27.6	27.6	27.7
Oats, rolled ..	2 lb. pkt.	33.9	33.9	34.1	34.3	33.8	33.9	34.2	34.2	34.2	32.7	34.2	34.2	34.0
Peaches, canned ..	29 oz.	29.2	34.4	29.8	30.5	30.1	29.9	30.5	30.0	29.3	30.4	30.2	30.0	30.4
Pears, canned ..	..	29.0	30.2	30.6	30.2	29.8	29.6	29.2	29.6	29.6	29.6	30.2	29.8	29.8
Potatoes ..	7 lb.	39.0	40.5	38.6	36.8	36.7	36.6	44.3	45.0	43.5	67.5	63.4	71.5	47.0
Onions, brown ..	lb.	8.3	9.3	9.4	9.0	9.2	9.5	9.5	9.3	9.4	9.3	9.4	9.4	9.3
Soap, laundry(b) ..	21 oz. pkt.	24.4	25.0	25.5	28.0	28.5	29.1	29.4	29.9	30.0	29.8	28.9	29.2	28.1
Dairy Produce—														
Butter, factory ..	lb.	48.3	48.3	48.3	48.3	48.3	48.3	49.5	49.2	49.4	49.1	49.6	49.6	48.9
Cheese, processed(b) ..	8 oz. pkt.	22.5	22.5	22.7	22.7	22.4	22.2	22.9	22.8	23.1	23.2	23.0	23.1	22.8
Eggs, 2oz. (b) ..	doz.	(c) 60.1	62.8	62.8	62.8	62.5	62.2	62.6	57.8	43.5	43.2	53.7	59.2	57.8
Bacon, rashers ..	lb.	73.6	71.9	72.6	76.0	79.0	79.0	79.0	79.0	79.0	80.2	81.0	79.7	77.5
Milk, condensed ..	14 oz. tin	20.3	19.9	20.7	20.3	20.1	20.3	20.0	20.2	19.7	20.4	19.7	19.5	20.1
" fresh, bottled(a) ..	quart	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5	17.5
Meat—		March Quarter, 1964.			June Quarter, 1964.			September Quarter, 1964.			December Quarter, 1964.			
Beef, sirloin ..	lb.	..	47.2	..	..	47.2	..	..	47.7	..	..	48.2	..	47.6
" rib (without bone) ..	..	..	44.1	..	..	44.3	..	..	45.0	..	..	45.6	..	44.8
" steak, rump ..	..	..	73.7	..	..	73.9	..	..	74.4	..	..	75.2	..	74.3
" chuck ..	..	..	41.0	..	..	41.4	..	..	42.1	..	..	42.6	..	41.8
" sausages ..	..	..	26.9	..	..	28.3	..	..	28.5	..	..	28.6	..	28.1
" silverside, corned ..	..	..	46.8	..	..	46.7	..	..	47.3	..	..	47.7	..	47.1
" brisket, corned ..	..	..	35.5	..	..	35.4	..	..	36.5	..	..	36.8	..	36.1
Mutton, leg ..	..	..	25.4	..	..	25.7	..	..	27.6	..	..	27.7	..	26.6
" forequarter ..	..	..	14.7	..	..	15.8	..	..	16.9	..	..	16.9	..	16.1
" chops, loin ..	..	..	19.2	..	..	20.4	..	..	23.1	..	..	23.7	..	21.6
" leg ..	..	..	23.8	..	..	24.9	..	..	26.4	..	..	26.5	..	25.4
Lamb, leg ..	..	..	43.9	..	..	44.3	..	..	46.6	..	..	46.8	..	45.4
" forequarter ..	..	..	25.1	..	..	25.8	..	..	28.3	..	..	27.7	..	26.7
" chops, loin ..	..	..	43.9	..	..	44.1	..	..	46.9	..	..	47.2	..	45.5
" leg ..	..	..	44.7	..	..	44.8	..	..	47.4	..	..	47.5	..	46.1
Pork, leg ..	..	..	58.2	..	..	57.7	..	..	58.9	..	..	61.2	..	59.0
" loin ..	..	..	59.4	..	..	58.9	..	..	59.7	..	..	61.8	..	60.0
" chops ..	..	..	59.5	..	..	59.5	..	..	60.2	..	..	61.9	..	60.3

(a) Delivered.

(b) Not comparable with previous series.

(c) Price for previous grading—"Large".

## SECTION I.—continued.

## CANBERRA: AVERAGE RETAIL PRICES OF FOOD AND GROCERY ITEMS DURING EACH MONTH OF THE YEAR 1964.

Item.	Unit.	January.	February.	March.	April.	May.	June.	July.	August.	Septem-ber.	October.	Novem-ber.	Decem-ber.	Average, 1964.
		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Groceries, etc.—														
Bread (a) ..	2 lb.	17.9	17.9	17.9	17.9	17.9	17.9	17.9	17.9	17.9	18.7	18.7	17.9	18.0
Flour, plain ..	2 lb. pkt.	17.3	17.2	16.8	16.3	16.8	16.8	16.4	16.5	17.2	17.2	17.2	17.2	16.9
" self-raising ..	"	19.1	19.1	17.7	18.9	18.6	18.9	18.4	17.8	18.1	18.1	18.9	18.3	18.5
Tea ..	1 lb. pkt.	32.3	32.4	32.4	32.2	32.1	32.2	32.2	32.2	32.2	32.2	32.2	32.2	32.2
Sugar ..	4 lb. pkt.	41.3	41.3	41.3	41.3	39.7	41.0	38.3	41.0	40.2	39.8	41.2	41.0	40.6
Rice ..	1 lb. pkt.	13.4	13.0	13.0	13.3	12.0	13.9	13.9	14.0	14.0	13.9	14.0	14.0	13.5
Jam, plum ..	1½ lb.	29.0	29.0	28.8	28.9	28.9	27.8	27.8	27.4	27.4	26.3	26.7	27.3	27.9
Oats, rolled ..	2 lb. pkt.	34.8	35.5	34.8	35.8	35.9	35.1	34.9	34.1	34.2	34.5	34.5	34.5	34.9
Peaches, canned ..	29 oz.	27.7	28.0	29.9	30.1	30.5	30.7	30.8	31.1	30.4	28.8	31.2	31.2	30.0
Pears, canned ..	"	28.1	29.1	29.9	30.1	30.5	30.7	30.6	31.0	31.0	30.6	31.0	31.0	30.3
Potatoes ..	7 lb.	33.2	38.5	37.0	35.9	35.4	36.3	55.8	51.4	51.6	81.0	55.7	51.8	47.0
Onions, brown ..	lb.	8.2	8.0	8.6	9.5	9.0	8.9	10.0	9.1	9.6	9.1	9.8	9.4	9.1
Soap, laundry ..	21 oz. pkt.	29.2	29.2	29.2	29.1	29.3	28.7	29.6	29.6	29.8	28.8	30.5	29.6	29.4
Dairy Produce—														
Butter, factory ..	lb.	49.2	49.2	49.2	49.2	49.2	49.2	50.8	50.8	50.8	50.8	50.8	50.8	50.0
Cheese, processed ..	8 oz. pkt.	22.9	22.7	23.1	23.0	23.0	23.0	23.3	23.5	23.7	23.6	23.9	23.4	23.3
Eggs, 24 oz. doz.	"	57.5	62.5	62.5	62.5	62.5	62.5	62.5	57.5	52.5	52.5	52.5	57.5	58.8
Bacon, rashers ..	lb.	80.2	82.0	81.3	81.6	82.2	82.1	87.8	84.3	89.9	92.3	92.3	92.3	85.7
Milk, condensed ..	14 oz. tin	21.7	21.7	21.5	20.7	21.7	21.7	21.7	21.1	21.7	21.4	21.7	21.2	21.5
" fresh, bottled(a) ..	quart	18.3	18.3	18.3	18.3	18.3	18.3	18.3	18.3	18.3	18.3	18.3	18.3	18.3
Meat—		March Quarter, 1964.				June Quarter, 1964			September Quarter, 1964			December Quarter, 1964		
Beef, sirloin ..	lb.						53.4			53.2		53.2		52.9
" rib (without bone) ..	"						39.6			40.7		40.5		39.6
" steak, rump ..	"						75.9			76.7		77.1		75.8
" " chuck ..	"						40.4			41.4		41.0		40.4
" sausages ..	"						23.8			24.0		23.8		23.7
" silverside, corned ..	"						45.2			45.6		45.6		45.3
" brisket, corned ..	"						34.4			35.4		35.2		34.6
Mutton, leg ..	"						27.7			29.9		30.3		29.1
" forequarter ..	"						17.8			20.0		19.9		19.3
" chops, loin ..	"						27.7			30.2		30.9		29.4
" " leg ..	"						27.7			30.2		30.9		29.4
Lamb, leg ..	"						38.9			40.6		40.3		40.2
" forequarter ..	"						26.2			28.8		28.0		28.0
" chops, loin ..	"						47.4			50.9		51.1		50.0
" " leg ..	"						47.0			50.5		50.6		49.6
Pork, leg ..	"						55.3			55.7		56.9		56.5
" loin ..	"						54.7			56.8		57.9		56.1
" chops ..	"						55.1			56.8		57.9		56.3

(a) Delivered.



## SECTION II.

## AVERAGE RETAIL PRICES OF FOOD IN PRINCIPAL CITIES: AUSTRALIA AND OTHER COUNTRIES, 1964.

(Particulars extracted from Official Publications and Reports. Prices are quoted in the currency of the country concerned.)

Item.	Unit.	AUSTRALIA.								NEW ZEALAND.			
		Sydney.				Melbourne.				Four Chief Centres.			
		Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.
		cents	cents	cents	cents	cents	cents	cents	cents	d.	d.	d.	d.
Bread .. ..	2 lb.	15 8	15 8	15 8	15 8	15 4	15 4	15 4	15 8	8 6	8 6	8 6	8 6
Flour, plain ..	"	15 6	15 7	15 0	15 1	16 4	15 0	16 5	15 9	6 1	6 1	6 2	6 2
Tea .. ..	¼ lb.	31 2	31 0	30 7	30 6	31 8	31 8	31 7	31 8	39 0	39 0	38 8	38 8
Jam, plum ..	1½ lb.	28 6	27 6	26 0	26 3	27 1	27 1	27 1	27 3	(a) 59 2	(a) 64 7	(a) 64 7	(a) 64 7
Sugar .. ..	lb.	9 6	9 5	9 6	9 6	9 2	9 2	9 2	9 2	14 9	14 9	14 9	14 9
Rice, .. ..	"	12 9	12 4	13 2	12 8	12 7	12 5	13 1	13 1	10 0	9 9	10 1	10 1
Oats, rolled ..	2 lb.	33 6	32 8	31 7	32 3	31 8	32 1	32 1	31 9	25 3	25 8	27 5	27 5
Peaches, canned	30 oz.	29 0	29 5	29 8	29 8	25 2	27 1	27 0	26 1	50 5	53 4	53 4	53 8
Potatoes .. ..	7 lb.	37 6	37 7	50 9	45 0	36 5	35 3	49 9	69 3	30 3	32 7	36 6	45 3
Onions .. ..	lb.	8 2	9 2	7 0	8 4	8 9	9 3	9 7	10 7	6 7	6 0	6 1	7 6
Milk .. ..	quart	20 0	20 0	20 0	20 0	16 5	16 5	16 5	17 1	9 3	9 3	9 3	9 3
Butter .. ..	lb.	48 2	48 2	50 2	50 2	48 0	48 0	49 6	49 8	24 0	24 0	24 0	24 0
Cheese .. ..	"	(b) 21 7	(b) 22 4	(b) 22 7	(b) 23 1	(b) 21 3	(b) 21 3	(b) 22 1	(b) 21 5	24 7	24 7	25 8	25 9
Eggs .. ..	dozen	(c) 62 5	(c) 62 5	(c) 57 5	(c) 52 5	(d) 61 7	(d) 64 2	(d) 58 6	(d) 45 3	55 1	61 9	63 8	57 3
Bacon .. ..	lb.	76 5	76 5	84 2	84 2	78 8	82 1	86 9	86 9	59 3	60 4	60 1	63 7
Beef, sirloin ..	"	(e) 50 8	(e) 51 2	(e) 51 3	(e) 52 7	(e) 49 3	(e) 49 5	(e) 49 1	(e) 49 6	43 5	44 0	46 1	47 7
" rib .. ..	"	41 5	42 7	44 2	44 2	48 6	49 2	49 4	49 4	38 8	39 4	42 0	43 1
" steak, rump ..	"	67 8	68 3	70 0	71 3	73 1	74 0	75 5	74 9	56 5	57 3	59 4	60 8
" sausages .. ..	"	20 9	21 3	22 5	22 5	21 1	22 3	22 5	22 6	22 3	22 6	23 1	23 5
Mutton, leg ..	"	22 3	23 2	24 8	25 7	23 3	24 9	24 8	24 3	33 7	33 5	36 0	37 4
" forequarter ..	"	14 8	15 6	17 5	17 6	16 6	18 6	18 3	18 1	17 9	17 1	19 7	20 8
" chops .. ..	"	20 5	21 7	24 3	24 5	20 3	22 4	22 9	23 4	31 6	30 6	32 8	35 2
Pork, leg .. ..	"	58 0	58 0	60 3	61 7	54 1	55 1	56 3	57 3	40 9	40 8	43 9	45 5
" chops .. ..	"	56 1	57 8	60 6	60 3	55 1	57 1	58 3	58 9	43 1	43 0	45 7	46 4

(a) Raspberry jam.

(b) Processed, 8 oz. packet, not comparable with previous years.

(c) " 24 oz. per dozen " eggs.

(d) "Extra large" eggs.

(e) Meat prices are averages of the three individual monthly prices in each quarter.

SECTION II.—continued.

AVERAGE RETAIL PRICES OF FOOD IN PRINCIPAL CITIES: AUSTRALIA AND OTHER COUNTRIES, 1964—continued.  
(Particulars extracted from Official Publications and Reports. Prices are quoted in the currency of the country concerned.)

Item.	Unit.	CANADA.								UNITED STATES OF AMERICA.							
		Ottawa.				Montreal.				New York.				Los Angeles.			
		Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.
		cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents	cents
Bread .. ..	2 lb.	32.6	32.6	32.2	32.4	32.6	32.6	32.6	32.4	48.4	48.2	48.2	48.2	57.0	57.0	57.0	59.2
Flour, plain .. ..	"	21.8	22.4	22.4	22.4	21.6	22.4	22.4	22.4	22.1	22.6	22.7	22.7	23.2	23.3	23.4	23.4
Tea .. ..	½ lb.	58.7	58.8	59.0	59.0	61.9	62.5	62.3	62.3	..	..	..	..	..	..	..	..
Jam(a) .. ..	1½ lb.	49.7	49.8	47.1	47.3	50.7	50.0	46.1	44.0	..	..	..	..	..	..	..	..
Sugar .. ..	lb.	17.6	15.3	11.7	10.6	17.6	15.1	11.6	10.0	15.3	13.8	12.0	11.8	13.9	12.5	11.1	10.6
Rice .. ..	"	..	..	..	..	..	..	..	..	19.8	19.8	19.7	19.8	22.2	22.3	22.0	22.7
Peaches, canned .. ..	30 oz.	48.2	50.2	51.4	50.6	51.2	51.6	52.6	51.6	..	..	..	..	..	..	..	..
Potatoes .. ..	7 lb.	34.7	37.9	52.6	39.2	35.7	37.2	51.1	35.4	44.2	48.9	63.6	51.9	64.5	56.8	68.2	79.3
Onions .. ..	lb.	11.0	11.3	13.8	12.0	13.3	14.2	15.3	12.9	10.2	10.5	10.9	10.3	13.2	8.7	8.7	9.0
Milk .. ..	quart	24.3	24.4	24.5	25.4	23.9	23.9	24.9	24.9	30.8	30.1	30.8	30.2	26.3	26.3	27.0	26.1
Butter .. ..	lb.	58.7	59.0	58.4	58.8	58.7	58.9	59.3	59.5	72.7	72.8	72.9	75.1	75.3	75.3	75.3	77.5
Cheese .. ..	"	75.2	75.4	76.8	76.8	76.8	77.0	77.2	76.8	71.4	70.8	71.0	72.0	78.0	78.2	78.0	77.0
Eggs .. ..	dozen	53.7	50.2	57.6	54.1	52.1	48.4	56.0	55.0	62.3	51.7	58.3	60.4	57.8	46.3	48.3	51.9
Bacon .. ..	lb.	93.8	97.4	100.6	101.2	94.8	96.0	104.8	104.0	70.5	68.4	70.9	72.2	67.3	66.0	67.3	67.0
Beef, sirloin .. ..	"	96.8	101.6	110.9	102.6	119.3	113.7	124.1	126.4	78.5	74.2	78.5	80.1	96.8	97.3	94.3	97.8
" rib .. ..	"	96.5	102.4	106.4	99.0	104.5	107.4	107.7	109.3	114.8	115.2	112.2	122.3	93.5	92.6	95.2	97.8
" steak, rump(b) .. ..	"	..	..	..	..	..	..	..	..	88.4	86.0	101.4	93.9	100.5	96.2	105.1	101.6
Pork, chops .. ..	"	67.9	69.5	77.7	78.6	79.3	74.8	87.7	86.6	..	..	..	..	..	..	..	..

(a) Strawberry jam.

(b) Round steak.

SECTION II.—*continued.*AVERAGE RETAIL PRICES OF FOOD IN PRINCIPAL CITIES: AUSTRALIA AND OTHER COUNTRIES, 1964—*continued.*

(Particulars extracted from Official Publications and Reports. Prices are quoted in the currency of the country concerned.)

Item.	Unit.	UNITED KINGDOM (7 large towns).	SOUTH AFRICA.								
			Capetown.				Witwatersrand.				
			Oct.	Feb.	May.	Aug.	Nov.	Feb.	May.	Aug.	Nov.
		d.	cents	cents	cents	cents	cents	cents	cents	cents	cents
Bread(a)	2 lb.	15.9	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0
Flour, plain	"	15.1	8.5	8.5	8.5	8.5	8.5	8.5	8.5	8.5	8.5
Tea	½ lb.	38.0	36.8	36.8	36.6	36.7	36.0	38.0	37.6	38.0	38.0
Jam(b)	1½ lb.	"	18.3	17.6	17.0	17.0	19.0	19.6	19.1	19.1	19.1
Sugar	lb.	9.7	5.0	5.0	5.0	5.0	5.7	5.7	5.7	5.7	5.7
Rice	"	12.2	12.3	12.5	12.7	12.5	13.1	13.3	13.1	12.8	12.8
Oats, rolled	2 lb.	"	22.8	23.9	23.9	24.0	20.8	23.0	23.2	23.4	23.4
Peaches, canned	30 oz.	"	24.2	24.4	24.6	24.5	26.4	27.0	26.2	26.4	26.4
Potatoes	7 lb.	25.9	29.4	31.5	42.0	41.3	25.2	26.6	39.2	44.8	44.8
Onions	lb.	6.7	4.4	4.6	5.9	6.8	4.5	5.0	6.3	6.2	6.2
Milk	quart	18.0	11.6	11.8	12.6	12.6	11.8	11.8	12.8	12.8	12.8
Butter	lb.	46.4	31.8	31.8	35.0	36.5	31.4	31.5	34.9	36.8	36.8
Cheese	"	38.9	29.8	29.8	31.8	31.8	29.9	29.9	31.8	31.8	31.8
Eggs	dozen	33.6	33.3	33.9	34.1	32.2	32.8	35.6	32.6	30.1	30.1
Bacon	lb.	61.0	47.7	48.4	48.6	50.8	46.2	47.4	47.4	47.8	47.8
Beef, sirloin	"	(c) 81.1	29.4	28.6	31.8	33.0	27.2	27.3	28.2	32.5	32.5
" steak, rump	"	"	34.4	34.0	38.1	40.1	35.1	35.1	36.0	41.6	41.6
Mutton, leg	"	(c) 44.4	32.1	33.8	36.3	36.9	31.0	31.2	32.9	35.3	35.3
Pork, leg	"	(c) 51.5	32.6	33.1	33.9	35.1	31.5	32.0	32.3	35.0	35.0
" chops	"	"	33.0	33.5	35.1	36.5	33.4	33.7	34.4	37.2	37.2

(a) Not delivered.

(b) Apricot jam.

(c) Home killed.

## SECTION III.

## WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES AND TERRITORIES.

(Excluding Employees in Rural Industry and Private Domestic Service, and Defence Forces.)  
('000.)

Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aust.
MALES.									
1955—									
January ..	788.0	575.2	262.9	181.8	143.1	66.9	5.2	9.9	2,033.0
February ..	792.9	575.8	267.0	182.0	143.1	66.8	5.2	9.9	2,042.7
March ..	795.0	578.7	268.7	182.5	144.3	66.8	5.1	9.9	2,051.0
April ..	795.0	580.1	271.2	183.1	145.5	67.0	5.2	10.2	2,057.3
May ..	796.7	582.1	272.9	183.5	144.3	66.9	5.2	10.3	2,061.9
June ..	796.6	584.2	276.0	183.9	144.5	66.7	5.3	10.5	2,067.6
July ..	801.6	581.0	277.5	184.8	144.2	66.5	5.4	10.7	2,071.5
August ..	804.2	584.0	277.9	184.5	144.3	66.3	5.6	10.9	2,077.5
September ..	805.3	583.5	278.7	186.3	145.2	66.5	5.5	10.9	2,081.9
October ..	805.5	584.8	277.9	186.7	144.7	66.8	5.5	10.9	2,082.8
November ..	809.9	588.8	277.8	188.0	145.4	66.6	5.5	10.9	2,092.9
December ..	811.2	587.9	272.7	189.3	146.0	67.0	5.6	10.9	2,090.6
1956—									
January(c) ..	801.6	585.7	266.2	187.5	143.4	65.7	5.4	10.9	2,066.4
February ..	810.2	593.3	273.8	191.0	146.6	67.7	5.5	11.1	2,099.2
March ..	810.6	593.0	274.8	191.8	147.0	67.6	5.5	10.9	2,101.2
April ..	813.1	595.3	276.9	193.0	146.4	67.9	5.6	10.6	2,108.8
May ..	813.8	595.3	278.9	193.4	146.4	68.0	5.6	10.5	2,111.9
June ..	812.0	592.6	281.1	194.0	144.7	67.6	5.6	10.4	2,108.0
July ..	811.5	593.2	282.1	193.1	143.7	67.5	5.8	10.4	2,107.3
August ..	812.9	593.0	282.1	192.2	143.8	67.4	5.9	10.5	2,107.7
September ..	814.8	591.3	282.6	191.7	143.7	67.6	5.9	10.6	2,108.2
October ..	815.0	591.4	282.1	192.0	143.7	67.6	5.9	10.7	2,108.4
November ..	820.0	595.9	283.3	192.2	144.2	67.8	5.9	10.8	2,120.1
December ..	820.8	596.4	278.5	191.8	144.1	68.6	6.0	10.9	2,117.1
1957—									
January ..	821.2	596.5	274.5	193.2	143.7	69.0	6.2	11.1	2,115.4
February ..	823.6	598.9	278.9	193.3	144.8	68.9	6.3	11.2	2,125.9
March ..	823.3	599.1	279.5	194.1	145.0	69.1	6.3	11.4	2,127.8
April ..	820.1	597.8	277.6	193.4	144.3	68.8	6.3	11.5	2,119.8
May ..	822.0	598.1	280.8	193.7	144.0	68.7	6.3	11.4	2,125.0
June ..	823.5	599.1	282.7	193.3	143.3	68.2	6.3	11.6	2,128.0
July ..	823.3	599.0	282.4	193.0	142.4	68.1	6.4	11.7	2,126.3
August ..	821.9	597.8	281.9	193.3	142.3	68.0	6.4	11.8	2,123.4
September ..	822.1	599.8	281.1	193.1	143.1	68.5	6.4	12.3	2,126.4
October ..	825.3	601.4	280.0	193.3	143.4	68.5	6.3	12.4	2,130.6
November ..	823.7	602.6	277.8	193.5	143.5	68.2	6.2	12.6	2,128.1
December ..	823.5	604.6	273.1	193.4	143.2	69.1	6.3	12.7	2,125.9
1958—									
January ..	825.7	607.9	273.3	194.4	143.4	69.7	6.2	12.8	2,133.4
February ..	826.8	609.1	275.9	194.6	143.8	69.7	6.2	13.0	2,139.1
March ..	825.8	610.8	278.2	194.6	144.5	69.8	6.2	13.0	2,142.9
April ..	827.0	609.5	279.2	194.6	144.0	70.1	6.1	13.1	2,143.6
May ..	826.3	610.1	281.8	194.1	143.4	69.8	6.3	13.4	2,145.2
June ..	826.4	610.0	284.6	194.5	143.1	69.5	6.3	13.5	2,147.9
July ..	826.5	609.5	284.5	195.3	143.8	69.2	6.3	13.8	2,148.9
August ..	826.0	609.1	285.0	195.4	144.4	69.1	6.4	14.1	2,149.5
September ..	826.4	611.6	285.2	195.1	145.2	68.9	6.5	14.3	2,153.2
October ..	828.9	612.9	287.7	195.3	145.6	68.9	6.6	14.2	2,158.1
November ..	834.0	615.8	287.1	196.1	145.3	69.1	6.7	14.4	2,168.5
December ..	833.3	617.3	281.1	196.1	145.6	70.0	6.7	14.4	2,164.5
1959—									
January ..	832.5	620.8	281.3	197.1	145.3	70.4	6.7	14.2	2,168.3
February ..	834.7	625.1	284.7	198.7	145.0	70.6	6.8	14.2	2,179.8
March ..	834.8	626.1	285.2	199.2	145.7	71.0	6.7	14.2	2,182.9
April ..	835.2	625.2	287.8	200.3	145.8	71.0	6.8	14.4	2,186.5
May ..	835.6	623.8	289.6	200.3	145.5	70.8	6.7	14.3	2,186.6
June ..	836.3	621.8	290.0	201.1	144.9	70.4	6.9	14.2	2,185.6
July ..	836.6	625.5	290.6	201.3	145.4	70.5	7.0	14.3	2,192.2
August ..	838.9	625.8	289.9	201.6	145.2	70.5	7.0	14.5	2,193.4
September ..	843.3	627.6	288.9	202.8	146.0	71.0	7.0	14.0	2,200.6
October ..	844.9	629.9	289.2	202.6	146.4	71.3	7.0	14.1	2,205.4
November ..	851.7	633.0	287.4	203.5	146.6	71.5	7.0	14.4	2,215.1
December ..	853.1	633.5	283.1	203.6	146.6	71.8	7.1	14.6	2,213.4
1960—									
January ..	857.4	637.2	284.0	205.0	146.4	72.9	7.0	14.8	2,224.7
February ..	859.7	641.4	288.0	205.5	147.2	72.6	7.0	15.0	2,236.4
March ..	862.8	644.4	290.0	206.1	147.3	72.9	7.0	15.3	2,245.8
April ..	864.7	642.1	290.5	205.6	146.9	72.8	7.1	15.4	2,245.1
May ..	867.6	642.7	292.3	206.2	147.0	72.9	7.2	15.4	2,251.3
June ..	870.6	643.5	293.7	206.4	147.5	72.6	7.2	15.3	2,256.8

For footnotes see page 253.

SECTION III.—*continued.*WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES AND TERRITORIES—*continued.*

(Excluding Employees in Rural Industry and Private Domestic Service, and Defence Forces.) ('000.)

Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aust.
MALES— <i>continued.</i>									
July ..	873.3	643.2	295.4	206.1	147.9	72.7	7.3	15.2	2,261.1
August ..	877.3	646.0	294.7	206.5	149.3	72.9	7.3	15.3	2,269.3
September ..	881.3	647.6	293.9	206.9	150.1	72.9	7.3	15.5	2,275.5
October ..	883.3	650.1	294.9	207.9	149.7	73.2	7.2	15.7	2,282.0
November ..	891.2	654.7	292.8	208.3	150.1	73.4	7.2	15.9	2,293.6
December ..	892.2	658.4	287.8	208.7	150.4	74.1	7.1	15.9	2,294.6
1961—									
January ..	893.1	660.6	289.0	210.7	149.1	74.2	7.1	16.3	2,300.1
February ..	892.7	659.6	289.5	209.2	149.6	74.2	7.1	16.4	2,298.3
March ..	888.8	656.6	288.2	208.9	149.4	74.4	7.1	16.3	2,289.7
April ..	881.9	654.5	288.6	208.9	149.4	73.8	7.1	16.6	2,280.8
May ..	878.1	650.4	291.6	208.7	149.2	73.6	7.2	16.2	2,275.0
June ..	876.5	643.6	291.7	207.5	148.5	73.2	7.3	16.0	2,264.3
July ..	873.2	640.4	291.0	206.4	148.6	73.1	7.4	16.0	2,256.1
August ..	872.7	641.0	289.4	206.6	149.0	73.0	7.3	16.1	2,255.1
September ..	875.4	(b)639.1	(c)286.2	(b)203.3	149.7	72.9	7.5	16.3	bc2,250.4
October ..	(c)878.0	643.2	(c)283.2	207.3	149.6	72.7	7.4	16.6	c 2,258.0
November ..	882.2	646.3	284.2	207.9	150.8	72.8	7.3	16.7	2,268.2
December ..	882.8	648.0	280.1	207.8	150.8	73.6	7.4	16.9	2,267.4
1962—									
January ..	884.4	649.8	280.0	208.3	151.8	73.5	7.3	17.1	2,272.2
February ..	890.1	654.1	284.1	209.2	152.2	73.8	7.2	17.4	2,288.1
March ..	892.9	655.4	287.4	210.7	154.1	74.1	7.2	17.7	2,299.5
April(c) ..	891.1	652.7	287.4	210.2	153.6	73.9	7.3	17.8	2,294.0
May ..	893.9	655.2	291.7	211.0	154.6	74.1	7.4	17.8	2,305.7
June ..	894.2	654.3	294.5	211.2	154.7	73.6	7.5	18.0	2,308.0
July ..	893.3	653.3	295.1	212.5	154.8	73.5	7.6	18.3	2,311.0
August ..	893.7	653.5	295.8	213.1	155.3	73.6	7.7	18.1	2,308.2
September ..	896.7	656.2	295.1	213.5	156.1	73.7	7.8	18.5	2,317.6
October ..	898.7	657.5	293.9	213.6	156.4	73.8	7.9	18.7	2,320.5
November ..	904.5	661.6	293.3	213.6	157.1	73.7	7.9	19.1	2,330.8
December ..	903.4	665.3	287.1	214.7	157.5	75.0	7.9	19.2	2,330.1
1963—									
January ..	905.6	668.5	287.4	215.9	158.1	75.4	7.9	19.5	2,338.3
February ..	910.6	674.1	292.7	216.9	158.4	75.4	7.9	19.7	2,355.7
March(c) ..	913.1	675.4	295.6	218.1	159.0	75.1	8.0	19.9	c 2,364.2
April ..	(c)914.1	(c)676.1	297.2	217.9	159.1	75.3	8.0	20.1	c 2,367.8
May ..	(c)914.4	(c)675.6	300.7	218.3	159.8	75.6	8.0	20.2	c 2,372.7
June ..	914.2	675.2	304.5	219.6	159.4	74.9	8.0	20.4	2,376.2
July ..	913.4	674.9	306.2	220.8	159.4	74.9	8.2	20.3	2,378.1
August ..	917.2	675.1	306.3	221.1	159.7	75.0	8.2	20.6	2,383.2
September ..	920.0	678.2	307.1	221.8	160.7	75.2	8.2	20.8	2,391.9
October ..	924.7	682.8	306.7	222.6	161.6	75.1	8.2	21.0	2,402.7
November ..	930.5	686.9	307.3	223.3	162.9	75.8	8.1	21.1	2,416.0
December ..	931.8	690.0	302.3	224.5	163.8	76.9	8.1	21.4	2,418.9
1964—									
January ..	935.2	693.6	305.7	225.6	164.1	77.1	8.2	21.7	2,431.3
February ..	940.0	698.1	309.6	227.1	164.6	77.8	8.2	21.8	2,447.1
March ..	943.3	700.1	310.5	228.1	164.6	78.0	8.2	21.8	2,454.5
April ..	945.4	700.2	314.1	228.2	164.0	77.8	8.5	22.0	2,460.3
May ..	945.8	701.3	316.3	228.4	164.8	77.8	8.7	22.0	2,465.0
June ..	947.9	702.8	316.8	229.1	164.3	77.5	8.9	21.9	2,469.2
July ..	949.6	702.7	318.4	229.5	164.2	77.0	8.9	22.3	2,472.7
August ..	950.7	704.0	318.5	230.2	164.3	76.4	8.9	22.5	2,475.6
September ..	953.2	705.8	(c)318.3	230.6	165.6	76.7	8.9	22.4	c 2,481.6
October(c) ..	953.7	700.8	(c)318.2	222.5	165.7	76.8	9.0	22.6	c 2,469.4
November ..	960.4	710.3	(c)318.8	231.9	166.5	77.1	9.0	22.9	c 2,497.0
December ..	964.2	716.7	(c)316.1	233.9	168.1	78.0	8.9	23.2	c 2,509.2
1965—									
January ..	967.1	718.4	(c)316.7	235.6	168.9	78.1	9.0	23.5	c 2,517.4
February ..	971.6	721.8	(c)321.6	237.7	169.8	78.7	9.0	23.7	c 2,534.0
March ..	973.8	723.9	(c)323.8	239.2	170.0	79.1	9.0	23.8	c 2,542.5
April ..	974.1	723.5	326.8	239.2	170.9	79.3	9.2	23.9	2,546.7
May ..	975.3	723.6	328.6	239.4	171.2	79.3	9.4	24.2	2,550.9
June(c) ..	974.8	722.9	329.8	239.7	171.5	78.5	9.6	24.2	2,551.0
July(c) ..	974.1	719.7	330.6	239.8	172.2	78.4	9.8	24.2	2,548.8
August(c) ..	974.5	721.6	330.9	240.3	173.3	77.9	9.8	24.4	2,552.6
September ..	975.8	721.1	329.9	240.2	174.1	78.2	9.7	24.7	2,553.8
October ..	977.1	721.8	328.5	240.4	174.6	78.4	9.8	24.9	2,555.5
November ..	985.3	725.0	328.5	240.7	175.9	79.3	9.9	25.5	2,570.2
December ..	987.3	728.9	323.8	241.0	177.6	80.4	9.8	25.6	2,574.3

For footnotes see page 253.

## SECTION III.—continued.

## WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES AND TERRITORIES—continued.

(Excluding Employees in Rural Industry and Private Domestic Service, and Defence Forces.)  
(°000.)

Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aust.
FEMALES.									
1955—									
January ..	284.1	222.3	87.0	58.7	43.8	20.4	1.2	3.1	720.6
February ..	288.2	224.7	89.0	59.5	44.9	20.3	1.2	3.2	731.0
March ..	289.5	227.3	88.4	59.9	45.2	20.5	1.2	3.3	735.3
April ..	289.2	226.1	88.5	60.0	45.0	21.0	1.2	3.3	734.3
May ..	290.4	225.0	89.0	60.0	44.9	20.9	1.3	3.4	734.9
June ..	288.2	227.1	89.5	60.1	45.1	20.9	1.3	3.4	735.6
July ..	291.0	226.2	90.2	60.6	45.3	20.7	1.3	3.4	738.7
August ..	293.3	228.1	90.8	60.9	45.1	20.7	1.3	3.5	743.7
September ..	295.8	228.9	91.0	61.6	45.2	20.9	1.3	3.5	748.2
October ..	297.2	229.7	91.6	62.2	45.2	21.0	1.4	3.4	751.7
November ..	301.3	232.3	91.5	63.0	45.8	21.2	1.4	3.5	760.0
December ..	302.9	230.8	91.5	63.8	45.9	21.6	1.4	3.5	761.4
1956—									
January ..	297.6	231.6	90.3	64.2	45.0	21.8	1.4	3.5	755.4
February ..	298.5	236.3	91.3	64.2	46.2	21.8	1.4	3.6	763.3
March ..	299.7	238.2	92.6	64.2	46.9	22.1	1.4	3.6	768.7
April ..	298.9	237.4	91.0	64.1	46.8	22.4	1.4	3.6	765.6
May ..	298.8	236.6	91.7	63.8	46.9	22.4	1.5	3.6	765.3
June ..	298.2	235.7	92.1	64.0	46.3	22.4	1.5	3.6	763.8
July ..	299.1	234.6	92.4	64.1	46.2	22.0	1.5	3.6	763.5
August ..	299.5	234.5	92.7	64.1	45.8	21.8	1.5	3.7	763.6
September ..	301.1	235.3	92.8	63.6	45.9	21.6	1.5	3.7	765.5
October ..	303.0	237.2	92.9	63.9	46.0	21.6	1.5	3.8	769.9
November ..	306.6	239.0	93.3	64.3	46.2	21.8	1.5	3.8	776.5
December ..	308.1	237.0	93.1	64.4	46.5	22.1	1.5	3.8	776.5
1957—									
January ..	303.7	235.3	92.6	66.1	45.9	22.3	1.5	3.9	771.3
February ..	306.4	239.8	94.1	65.7	47.0	22.5	1.5	3.9	780.9
March ..	307.5	241.1	93.9	65.9	47.1	22.5	1.5	4.0	783.5
April ..	306.1	239.8	93.6	65.1	46.6	22.6	1.5	4.0	779.3
May ..	306.8	238.9	94.3	64.3	46.6	22.6	1.5	4.0	779.0
June ..	307.2	238.8	94.6	64.1	46.1	22.2	1.6	4.0	778.6
July ..	307.3	239.1	94.2	64.2	46.2	22.1	1.6	4.0	778.7
August ..	308.1	238.9	94.6	64.4	46.4	21.9	1.6	4.1	780.0
September ..	310.4	239.3	94.5	64.6	46.6	21.7	1.6	4.1	782.8
October ..	313.1	241.0	94.6	64.8	46.7	21.6	1.6	4.1	787.5
November ..	316.3	243.6	94.7	65.4	47.2	21.8	1.6	4.1	794.7
December ..	314.9	242.5	94.4	65.2	47.7	22.3	1.6	4.2	792.8
1958—									
January ..	311.3	243.6	93.9	66.0	47.0	22.3	1.7	4.2	790.0
February ..	312.7	248.2	95.6	66.2	47.4	22.4	1.7	4.3	798.5
March ..	313.3	249.1	95.7	66.8	47.8	22.6	1.7	4.3	801.3
April ..	312.9	246.0	94.9	66.1	47.6	22.9	1.7	4.3	796.4
May ..	313.4	245.4	94.9	66.0	47.5	22.9	1.7	4.3	796.1
June ..	312.5	244.2	95.5	65.9	47.3	22.9	1.7	4.3	794.3
July ..	313.9	245.0	96.0	66.3	47.6	22.4	1.8	4.3	797.3
August ..	314.4	244.8	96.6	66.4	47.9	22.1	1.8	4.4	798.4
September ..	315.2	245.9	96.3	66.1	48.2	22.0	1.8	4.4	799.9
October ..	316.1	246.9	96.1	66.2	48.3	21.8	1.8	4.4	801.6
November ..	319.2	249.2	96.5	66.7	48.4	22.1	1.8	4.4	808.3
December ..	321.0	248.4	95.8	66.7	48.7	22.7	1.8	4.4	809.5
1959—									
January ..	316.5	247.9	96.2	67.5	48.1	22.7	1.8	4.5	805.2
February ..	318.8	254.2	96.9	67.6	48.3	22.7	1.8	4.7	815.0
March ..	320.2	255.1	96.8	67.9	48.7	23.0	1.9	4.7	818.3
April ..	320.2	254.2	96.6	67.8	48.9	23.5	1.9	4.8	817.9
May ..	321.3	253.1	97.3	68.0	48.8	23.3	1.9	4.8	818.5
June ..	321.3	253.4	97.7	68.4	48.4	23.2	1.9	4.8	819.1
July ..	322.6	255.4	98.1	68.3	48.5	23.0	1.9	4.9	822.7
August ..	324.1	256.0	98.4	68.5	48.3	22.6	1.9	5.0	824.8
September ..	327.1	257.8	99.0	69.0	48.6	22.9	1.9	5.0	831.3
October ..	329.1	259.5	98.6	69.4	48.7	23.0	1.9	5.1	835.3
November ..	335.2	262.0	99.3	70.5	49.5	23.3	1.9	5.1	846.8
December ..	335.0	262.1	99.2	70.5	49.6	23.7	1.9	5.1	847.1

For footnotes see page 253.

SECTION III.—*continued.*WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES AND TERRITORIES—*continued.*(Excluding Employees in Rural Industry and Private Domestic Service, and Defence Forces.)  
(<sup>'000.</sup>)

Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aust.
FEMALES— <i>continued.</i>									
1960—									
January ..	332.0	263.1	99.3	71.1	48.7	24.2	1.9	5.2	845.5
February ..	335.3	268.5	100.2	71.7	49.8	24.1	1.9	5.3	856.8
March ..	339.2	270.9	100.2	72.1	50.1	24.1	2.0	5.4	864.0
April ..	339.7	268.4	100.7	72.1	50.1	24.5	2.0	5.5	863.0
May ..	341.5	269.5	101.7	72.6	50.6	24.5	2.0	5.5	867.9
June ..	342.7	269.7	102.3	72.6	50.4	24.5	2.0	5.5	869.7
July ..	344.4	270.2	102.7	73.0	50.8	24.4	2.0	5.5	872.7
August ..	346.5	271.0	103.9	73.5	50.8	24.1	2.1	5.7	877.6
September ..	349.1	272.9	103.8	73.8	51.1	24.1	2.1	5.7	882.6
October ..	352.6	274.1	103.8	74.1	51.3	24.2	2.1	5.8	888.0
November ..	356.9	278.0	104.7	74.3	51.9	24.5	2.1	5.8	898.2
December ..	357.2	275.9	104.0	73.8	52.4	25.1	2.1	5.9	896.4
1961—									
January ..	352.2	274.5	103.4	74.6	51.3	24.7	2.1	5.9	888.7
February ..	352.5	279.6	103.4	74.1	51.7	25.3	2.1	6.1	894.8
March ..	350.4	277.3	102.5	73.7	52.1	25.2	2.1	6.2	889.5
April ..	346.1	273.5	101.9	73.1	52.2	25.2	2.2	6.3	880.5
May ..	345.3	269.2	101.9	72.9	51.8	25.0	2.3	6.2	874.6
June ..	343.6	266.2	102.1	72.3	51.2	24.5	2.3	6.3	868.9
July ..	343.1	265.0	102.3	72.4	51.1	24.5	2.3	6.3	867.0
August ..	343.8	265.5	102.4	72.5	51.2	24.4	2.3	6.4	868.5
September ..	346.1	266.1	102.4	72.6	51.4	24.3	2.3	6.5	871.7
October ..	350.3	268.0	101.8	73.6	51.7	24.2	2.3	6.6	878.5
November ..	355.5	270.7	101.9	74.4	52.3	24.3	2.3	6.6	888.0
December ..	356.3	271.2	101.8	74.6	51.9	24.8	2.3	6.7	889.6
1962—									
January ..	352.6	271.9	101.6	75.4	51.7	24.6	2.3	6.7	886.8
February ..	353.9	278.0	103.1	75.9	52.1	25.1	2.3	6.9	897.3
March ..	357.2	278.7	103.7	76.8	53.2	25.6	2.3	7.1	904.6
April ..	357.4	275.4	103.1	75.8	53.2	25.5	2.4	7.2	900.0
May ..	358.9	276.7	103.7	76.0	53.2	25.4	2.4	7.2	903.5
June ..	359.0	276.5	104.7	76.7	53.4	25.5	2.5	7.2	905.5
July ..	358.9	278.3	104.4	76.5	53.4	24.9	2.6	7.3	906.3
August ..	360.0	278.6	105.4	76.8	53.5	24.7	2.6	7.4	909.0
September ..	362.5	280.3	105.9	77.1	54.1	24.6	2.7	7.4	914.6
October ..	365.3	281.3	106.3	77.5	54.2	24.5	2.6	7.6	919.3
November ..	369.6	283.9	107.1	78.4	54.9	24.7	2.7	7.6	928.9
December ..	368.9	283.7	106.2	78.8	54.4	25.4	2.7	7.8	927.9
1963—									
January ..	366.7	284.0	106.0	79.2	54.0	25.4	2.8	7.9	926.0
February ..	368.9	287.8	106.8	80.4	54.1	25.8	2.8	8.1	934.7
March ..	370.3	289.0	107.3	81.0	55.0	25.9	2.8	8.6	939.9
April ..	371.1	286.2	107.4	81.0	55.5	25.9	2.9	8.5	938.5
May ..	370.9	286.0	108.3	80.9	55.6	25.7	2.9	8.7	939.0
June ..	370.8	285.4	108.9	80.9	55.5	25.5	2.9	8.7	938.6
July ..	372.2	286.9	109.6	81.1	55.6	25.3	2.9	8.7	942.3
August ..	373.3	287.6	110.5	81.2	55.7	25.4	2.9	8.8	945.4
September ..	375.3	288.6	110.6	81.7	56.0	25.5	2.9	9.0	949.7
October ..	379.6	290.5	110.9	82.6	56.3	25.8	2.9	9.1	957.7
November ..	384.5	293.2	111.6	83.1	57.1	26.0	2.8	9.2	967.5
December ..	384.0	293.2	110.7	83.7	56.9	26.7	2.9	9.3	967.3
1964—									
January ..	380.7	294.2	111.2	84.2	56.8	26.5	2.8	9.4	965.8
February ..	383.7	299.9	113.3	85.4	57.7	26.9	2.8	9.8	979.5
March ..	388.6	301.5	113.4	86.2	58.3	27.4	2.9	9.8	988.2
April ..	387.8	300.6	113.7	86.2	58.4	27.4	2.9	9.9	986.9
May ..	389.5	300.2	114.8	86.1	58.5	27.1	2.9	10.0	989.1
June ..	390.7	300.6	115.5	86.0	58.5	27.0	3.0	10.0	991.3
July ..	392.6	301.6	116.3	86.3	58.5	26.8	3.1	10.1	995.3
August ..	394.2	301.6	117.3	87.0	58.6	26.7	3.1	10.3	998.8
September ..	397.5	304.2	118.3	87.7	59.3	26.7	3.1	10.5	1,007.3
October ..	400.8	(c)305.7	118.6	(c)88.2	59.6	26.7	3.1	10.5	c1,013.1
November ..	406.4	308.5	119.5	89.9	60.0	26.9	3.0	10.6	1,024.8
December ..	405.1	308.8	119.1	90.1	59.5	27.6	3.0	10.7	1,023.9

For footnotes see page 253.

SECTION III.—*continued.*WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES AND TERRITORIES—*continued.*(Excluding Employees in Rural Industry and Private Domestic Service, and Defence Forces.)  
(‘000.)

Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aust.
FEMALES— <i>continued.</i>									
1965—									
January ..	401.7	307.9	118.6	90.4	59.4	27.3	3.0	10.8	1,019.3
February ..	405.8	314.5	120.9	91.7	61.2	27.7	3.1	11.0	1,035.8
March ..	409.6	317.1	121.4	92.9	62.3	28.3	3.1	11.4	1,046.0
April ..	409.5	316.3	121.2	92.5	62.6	28.3	3.1	11.4	1,044.8
May ..	410.6	315.4	122.2	92.6	62.6	28.3	3.2	11.5	1,046.5
June ..	411.9	315.5	122.9	93.2	62.9	27.8	3.2	11.5	1,048.9
July ..	412.5	316.0	123.5	93.2	63.2	27.8	3.3	11.6	1,051.1
August ..	413.7	316.5	124.0	93.8	63.5	27.9	3.3	11.7	1,054.4
September ..	416.7	317.1	124.4	94.2	64.3	27.9	3.4	11.9	1,059.8
October ..	420.5	318.2	125.3	94.1	64.9	28.1	3.4	11.9	1,066.4
November ..	426.7	320.5	125.3	94.8	65.6	28.4	3.3	12.3	1,076.9
December ..	424.5	321.4	124.8	94.6	65.0	29.2	3.4	12.3	1,075.3

## PERSONS.

1955—									
January ..	1,072.1	797.5	349.9	240.5	186.9	87.3	6.4	13.0	2,753.6
February ..	1,081.1	800.5	356.0	241.5	188.0	87.1	6.4	13.1	2,773.7
March ..	1,084.5	806.0	357.1	242.4	189.5	87.3	6.3	13.2	2,786.3
April ..	1,084.2	806.2	359.7	243.1	190.5	88.0	6.4	13.5	2,791.6
May ..	1,087.1	807.1	361.9	243.5	189.2	87.8	6.5	13.7	2,796.8
June ..	1,084.8	811.3	365.5	244.0	189.6	87.6	6.6	13.8	2,803.2
July ..	1,092.6	807.2	367.7	245.4	189.5	87.2	6.7	13.9	2,810.2
August ..	1,097.5	812.1	368.7	245.4	189.4	87.0	6.9	14.2	2,821.2
September ..	1,101.1	812.4	369.7	247.9	190.4	87.4	6.8	14.4	2,830.1
October ..	1,102.7	814.5	369.5	248.9	189.9	87.8	6.9	14.3	2,834.5
November ..	1,111.2	821.1	369.3	251.0	191.2	87.8	6.9	14.4	2,852.9
December ..	1,114.1	818.7	364.2	253.1	191.9	88.6	7.0	14.4	2,852.0
1956—									
January(c) ..	1,099.2	817.3	356.5	251.7	188.4	87.5	6.8	14.4	2,821.8
February ..	1,108.7	829.6	365.1	255.2	192.8	89.5	6.9	14.7	2,862.5
March ..	1,110.3	831.2	367.4	256.0	193.9	89.7	6.9	14.5	2,869.9
April ..	1,112.0	832.7	367.9	257.1	193.2	90.3	7.0	14.2	2,874.4
May ..	1,112.6	831.9	370.6	257.2	193.3	90.4	7.1	14.1	2,877.2
June ..	1,110.2	828.3	373.2	258.0	191.0	90.0	7.1	14.0	2,871.8
July ..	1,110.6	827.8	374.5	257.2	189.9	89.5	7.3	14.0	2,870.8
August ..	1,112.4	827.5	374.8	256.3	189.6	89.2	7.3	14.2	2,871.3
September ..	1,115.9	826.6	375.4	255.3	189.6	89.2	7.4	14.3	2,873.7
October ..	1,118.0	828.6	375.0	255.9	189.7	89.2	7.4	14.5	2,878.3
November ..	1,126.6	834.9	376.6	256.5	190.4	89.6	7.4	14.6	2,896.6
December ..	1,128.9	833.4	371.6	256.2	190.6	90.7	7.5	14.7	2,893.6
1957—									
January ..	1,124.9	831.8	367.1	259.3	189.6	91.3	7.7	15.0	2,886.7
February ..	1,130.0	838.7	373.0	259.0	191.8	91.4	7.8	15.1	2,906.8
March ..	1,130.8	840.2	373.4	260.0	192.1	91.6	7.8	15.4	2,911.3
April ..	1,126.2	837.6	371.2	258.5	190.9	91.4	7.8	15.5	2,899.1
May ..	1,128.8	837.0	375.1	258.0	190.6	91.3	7.8	15.4	2,904.0
June ..	1,130.7	837.9	377.3	257.4	189.4	90.4	7.9	15.6	2,906.6
July ..	1,130.6	838.1	376.6	257.2	188.6	90.2	8.0	15.7	2,905.0
August ..	1,130.0	836.7	376.5	257.7	188.7	89.9	8.0	15.9	2,903.4
September ..	1,132.5	839.1	375.6	257.7	189.7	90.2	8.0	16.4	2,909.2
October ..	1,138.4	842.4	374.6	258.1	190.1	90.1	7.9	16.5	2,918.1
November ..	1,140.0	846.2	372.5	258.9	190.7	90.0	7.8	16.7	2,922.8
December ..	1,138.4	847.1	367.5	258.6	190.9	91.4	7.9	16.9	2,918.7
1958—									
January ..	1,137.0	851.5	367.2	260.4	190.4	92.0	7.9	17.0	2,923.4
February ..	1,139.5	857.3	371.5	260.8	191.2	92.1	7.9	17.3	2,937.6
March ..	1,139.1	859.9	373.9	261.4	192.3	92.4	7.9	17.3	2,944.2
April ..	1,139.9	855.5	374.1	260.7	191.6	93.0	7.8	17.4	2,940.0
May ..	1,139.7	855.5	376.7	260.1	190.9	92.7	8.0	17.7	2,941.3
June ..	1,138.9	854.2	380.1	260.4	190.4	92.4	8.0	17.8	2,942.2
July ..	1,140.4	854.5	380.5	261.6	191.4	91.6	8.1	18.1	2,946.2
August ..	1,140.4	853.9	381.6	261.8	192.3	91.2	8.2	18.5	2,947.9
September ..	1,141.6	857.5	381.5	261.2	193.4	90.9	8.3	18.7	2,953.1
October ..	1,145.0	859.8	381.8	261.5	193.9	90.7	8.4	18.6	2,959.7
November ..	1,153.2	865.0	383.6	262.8	193.7	91.2	8.5	18.8	2,976.8
December ..	1,154.3	865.7	376.9	262.8	194.3	92.7	8.5	18.8	2,974.0

For footnotes see page 253.



SECTION III.—*continued.*WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES AND TERRITORIES—*continued.*(Excluding Employees in Rural Industry and Private Domestic Service, and Defence Forces.)  
(’000.)

Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aust.
PERSONS— <i>continued.</i>									
1959—									
January ..	1,149.0	868.7	377.5	264.6	193.4	93.1	8.5	18.7	2,973.5
February ..	1,153.5	879.3	381.6	266.3	193.3	93.3	8.6	18.9	2,994.8
March ..	1,155.0	881.2	382.0	267.1	194.4	94.0	8.6	18.9	3,001.2
April ..	1,155.4	879.4	384.4	268.1	194.7	94.5	8.7	19.2	3,004.4
May ..	1,156.9	876.9	386.9	268.3	194.3	94.1	8.6	19.1	3,005.1
June ..	1,157.6	875.2	387.7	269.5	193.3	93.6	8.8	19.0	3,004.7
July ..	1,160.2	880.9	388.7	269.6	193.9	93.5	8.9	19.2	3,014.9
August ..	1,163.0	881.8	388.3	270.1	193.5	93.1	8.9	19.5	3,018.2
September ..	1,170.4	885.4	387.9	271.8	194.6	93.9	8.9	19.0	3,031.9
October ..	1,174.0	889.4	387.8	272.0	195.1	94.3	8.9	19.2	3,040.7
November ..	1,186.9	895.0	386.7	274.0	196.1	94.8	8.9	19.5	3,061.9
December ..	1,188.1	895.6	382.3	274.1	196.2	95.5	9.0	19.7	3,060.5
1960—									
January ..	1,189.4	900.3	383.3	276.1	195.1	97.1	8.9	20.0	3,070.2
February ..	1,195.0	909.9	388.2	277.2	197.0	96.7	8.9	20.3	3,093.2
March ..	1,202.0	915.3	390.2	278.2	197.4	97.0	9.0	20.7	3,109.8
April ..	1,204.4	910.5	391.2	277.7	197.0	97.3	9.1	20.9	3,108.1
May ..	1,209.1	912.2	394.0	278.8	197.6	97.4	9.2	20.9	3,119.2
June ..	1,213.3	913.2	396.0	279.0	197.9	97.1	9.2	20.8	3,126.5
July ..	1,217.7	913.4	398.1	279.1	198.4	97.1	9.3	20.7	3,133.8
August ..	1,223.8	917.0	398.6	280.0	200.1	97.0	9.4	21.0	3,146.9
September ..	1,230.4	920.5	397.7	280.7	201.2	97.0	9.4	21.2	3,158.1
October ..	1,235.9	924.2	398.7	282.0	201.0	97.4	9.3	21.5	3,170.0
November ..	1,248.1	932.7	397.5	282.6	202.0	97.9	9.3	21.7	3,191.8
December ..	1,249.4	934.3	391.8	282.5	202.8	99.2	9.2	21.8	3,191.0
1961—									
January ..	1,245.3	935.1	392.4	285.3	200.4	98.9	9.2	22.2	3,188.8
February ..	1,245.2	939.2	392.9	283.3	201.3	99.5	9.2	22.5	3,193.1
March ..	1,239.2	933.9	390.7	282.6	201.5	99.6	9.2	22.5	3,179.2
April ..	1,228.0	928.0	390.5	282.0	201.6	99.0	9.3	22.9	3,161.3
May ..	1,223.4	919.6	393.5	281.6	201.0	98.6	9.5	22.4	3,149.6
June ..	1,220.1	909.8	393.8	279.8	199.7	98.1	9.6	22.3	3,133.2
July ..	1,216.3	905.4	393.3	278.8	199.7	97.6	9.7	22.3	3,123.1
August ..	1,216.5	906.5	391.8	279.1	200.2	97.4	9.6	22.5	3,123.6
September ..	1,221.5	(b)905.2	(c)388.6	(b)275.9	201.1	97.2	9.8	22.8	bc3122.1
October ..	c1,228.3	911.2	(c)385.0	280.9	201.3	96.9	9.7	23.2	c3136.5
November ..	1,237.7	917.0	386.1	282.3	203.1	97.1	9.6	23.3	3,156.2
December ..	1,239.1	919.2	381.9	282.4	202.7	98.4	9.7	23.6	3,157.0
1962—									
January ..	1,237.0	921.7	381.6	283.7	203.5	98.1	9.6	23.8	3,159.0
February ..	1,244.0	932.1	387.2	285.1	204.3	98.9	9.5	24.3	3,185.4
March ..	1,250.1	934.1	391.1	287.5	207.3	99.7	9.5	24.8	3,204.1
April(c) ..	1,248.5	928.1	390.5	286.0	206.8	99.4	9.7	25.0	3,194.0
May ..	1,252.8	931.9	395.4	287.0	207.8	99.5	9.8	25.0	3,209.2
June ..	1,253.2	930.8	399.2	287.9	208.1	99.1	10.0	25.2	3,213.5
July ..	1,252.7	931.6	399.5	289.0	208.2	98.4	10.2	25.4	3,214.5
August ..	1,252.7	932.1	401.2	289.9	208.8	98.3	10.3	25.7	3,220.0
September ..	1,259.2	936.5	401.0	290.6	210.2	98.3	10.5	25.9	3,232.2
October ..	1,264.0	938.8	400.2	291.1	210.6	98.3	10.5	26.3	3,239.8
November ..	1,274.1	945.5	400.4	292.0	212.0	98.4	10.6	26.7	3,259.7
December ..	1,272.3	949.0	393.3	293.5	211.9	100.4	10.6	27.0	3,258.0
1963—									
January ..	1,272.3	952.5	393.4	295.1	212.1	100.8	10.7	27.4	3,264.3
February ..	1,279.5	961.9	399.5	297.3	212.5	101.2	10.7	27.8	3,290.4
March(c) ..	1,283.4	964.4	402.9	299.1	214.0	101.0	10.8	28.5	c3,304.1
April ..	c1,285.2	(c)962.3	404.6	298.9	214.6	101.2	10.9	28.6	c3,306.3
May ..	c1,285.3	(c)961.7	409.0	299.2	215.4	101.3	10.9	28.9	c3,311.7
June ..	1,285.0	960.6	413.4	300.5	214.9	100.4	10.9	29.1	3,314.8
July ..	1,285.6	961.8	415.7	301.9	215.0	100.2	11.1	29.0	3,320.3
August ..	1,290.5	962.7	416.7	302.3	215.4	100.4	11.1	29.4	3,328.6
September ..	1,295.3	966.8	417.7	303.6	216.7	100.7	11.1	29.8	3,341.6
October ..	1,304.3	973.4	417.6	305.2	217.9	100.9	11.1	30.1	3,360.5
November ..	1,315.0	980.2	418.9	306.5	219.9	101.8	10.9	30.3	3,383.5
December ..	1,315.9	983.2	413.0	308.2	220.6	103.6	11.0	30.7	3,386.2

For footnotes see page 253.

SECTION III.—*continued.*WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT: STATES AND TERRITORIES—*continued.*

(Excluding Employees in Rural Industry and Private Domestic Service, and Defence Forces.)

('000.)

Month.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T. (a)	Aust.
PERSONS— <i>continued.</i>									
1964—									
January ..	1,316.0	987.8	416.9	309.7	220.9	103.6	11.0	31.1	3,397.1
February ..	1,323.7	998.0	422.9	312.5	222.3	104.6	11.0	31.6	3,426.6
March ..	1,331.9	1,001.6	423.9	314.3	222.9	105.4	11.1	31.6	3,442.7
April ..	1,333.2	1,000.8	427.8	314.4	222.4	105.3	11.4	31.9	3,447.2
May ..	1,335.3	1,001.4	431.1	314.5	223.3	104.9	11.6	32.0	3,454.1
June ..	1,338.6	1,003.3	432.3	315.2	222.9	104.5	11.9	31.9	3,460.6
July ..	1,342.2	1,004.2	434.7	315.9	222.8	103.9	12.0	32.4	3,468.0
August ..	1,344.9	1,005.6	435.8	317.2	222.9	103.1	12.0	32.8	3,474.4
September ..	1,350.7	1,010.0	(c)436.6	318.3	225.0	103.5	12.0	32.9	c 3,488.9
October(c) ..	1,354.5	1,006.5	(c)436.8	310.7	225.3	103.5	12.1	33.1	c 3,482.5
November ..	1,366.8	1,018.8	(c)438.3	321.8	226.6	104.0	12.0	33.5	c 3,521.8
December ..	1,369.3	1,025.5	(c)435.2	324.0	227.7	105.7	11.9	33.9	c 3,533.1
1965—									
January ..	1,368.8	1,026.3	(c)435.3	326.1	228.4	105.5	12.0	34.3	c 3,536.6
February ..	1,377.4	1,036.3	(c)442.5	329.5	231.0	106.5	12.1	34.7	c 3,569.8
March ..	1,383.3	1,040.8	(c)445.2	332.2	232.2	107.5	12.0	35.2	c 3,588.5
April ..	1,383.5	1,039.6	447.9	331.7	233.5	107.7	12.3	35.2	3,591.6
May ..	1,386.0	1,039.0	450.8	332.0	233.8	107.6	12.6	35.7	3,597.4
June(c) ..	1,386.7	1,038.4	452.7	332.9	234.4	106.3	12.8	35.7	3,599.9
July(c) ..	1,386.6	1,035.7	454.1	333.0	235.4	106.2	13.1	35.8	3,599.9
August(c) ..	1,388.2	1,038.1	454.9	334.1	236.8	105.8	13.1	36.1	3,607.0
September ..	1,392.5	1,038.2	454.3	334.4	238.4	106.1	13.1	36.6	3,613.6
October ..	1,397.6	1,040.0	453.8	334.5	239.5	106.5	13.2	36.8	3,621.9
November ..	1,412.0	1,045.5	453.8	335.5	241.5	107.7	13.2	37.9	3,647.0
December ..	1,411.8	1,050.2	448.6	335.6	242.6	109.6	13.2	38.0	3,649.6

(a) Includes persons employed in the Australian Capital Territory who reside in adjoining areas.

(b) Affected by temporary stand-downs.

(c) Affected by industrial disputes.

## SECTION IV.

## WEIGHTED AVERAGE MINIMUM WAGE RATES: ADULT MALES.

NOTE.—The wage rates shown in the tables in this section are weighted average minimum rates. The weekly rates are those payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

For an explanation of the methods by which the data for the indexes of minimum weekly wage rates were obtained and of the system of weighting, see page 60.

Minimum weekly wage rates and index numbers for adult males from March, 1939 to June, 1965, are published in *Minimum Wage Rates, March, 1939 to June, 1965*.

## WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, ALL GROUPS.(b)

End of December.	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
	\$	\$	\$	\$	\$	\$	\$
1939 .. ..	10.01	9.71	9.94	9.41	10.05	9.22	9.83
1940 .. ..	10.38	10.09	10.01	9.85	10.39	9.61	10.81
1941 .. ..	11.05	10.88	10.62	10.58	11.01	10.35	10.88
1942 .. ..	11.96	11.83	11.25	11.50	11.72	11.17	11.74
1943 .. ..	12.21	12.08	11.58	11.61	12.08	11.58	12.00
1944 .. ..	12.22	12.08	11.71	11.58	12.02	11.53	12.02
1945 .. ..	12.25	12.11	11.81	11.60	12.03	11.56	12.06
1946 .. ..	13.18	12.98	12.68	12.41	12.32	12.45	12.90
1947 .. ..	14.48	14.05	13.45	13.78	13.66	13.54	14.07
1948 .. ..	16.02	15.59	15.32	15.22	15.23	15.18	15.65
1949 .. ..	17.14	16.84	16.52	16.44	16.83	16.43	16.87
1950 .. ..	20.62	20.18	19.52	19.79	20.06	19.80	20.20
1951 .. ..	25.02	24.05	22.99	23.60	24.15	23.82	24.24
1952 .. ..	28.02	27.07	25.85	27.08	27.55	27.22	27.32
1953 .. ..	28.73	27.86	26.47	27.35	28.37	28.33	28.02
1954 .. ..	29.32	28.48	27.56	28.16	28.72	28.77	28.68
1955 .. ..	30.52	29.56	28.35	28.50	30.01	29.36	29.70
1956 .. ..	32.28	30.96	30.28	29.63	31.28	31.39	31.30
1957 .. ..	32.45	31.60	30.43	30.69	32.16	31.85	31.74
1958 .. ..	32.92	31.97	31.78	31.24	32.40	32.36	32.29
1959 .. ..	35.02	34.42	33.43	33.99	34.08	34.71	34.47
1960 .. ..	36.28	34.99	35.07	34.22	35.81	35.15	35.50
1961 .. ..	37.34	36.22	35.98	35.46	36.38	36.27	36.58
1962 .. ..	37.37	36.37	35.97	35.65	36.57	36.48	36.66
1963 .. ..	38.28	37.20	37.00	36.40	37.50	37.29	37.55
1964 .. ..	40.23	39.46	39.21	38.67	38.82	39.66	39.62

(a) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

(b) Excludes rural.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATE INDEX NUMBERS:  
ADULT MALES, ALL GROUPS.(a)

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.)

End of December.	New South Wales.	Victoria.	Queens- land.	South Australia.	Western Australia.	Tas- mania.	Australia.
1939 .. ..	35.4	34.4	35.2	33.3	35.6	32.6	34.8
1940 .. ..	36.7	35.7	35.4	34.9	36.8	34.0	36.0
1941 .. ..	39.1	38.5	37.6	37.4	39.0	36.6	38.5
1942 .. ..	42.3	41.9	39.8	40.7	41.5	39.5	41.6
1943 .. ..	43.2	42.8	41.0	41.1	42.8	41.0	42.5
1944 .. ..	43.3	42.8	41.5	41.0	42.6	40.8	42.6
1945 .. ..	43.4	42.9	41.8	41.1	42.6	40.9	42.7
1946 .. ..	46.7	45.9	44.9	43.9	43.6	44.1	45.7
1947 .. ..	51.3	49.7	47.6	48.8	48.4	47.9	49.8
1948 .. ..	56.7	55.2	54.2	53.9	53.9	53.8	55.4
1949 .. ..	60.7	59.6	58.5	58.2	59.6	58.2	59.7
1950 .. ..	73.0	71.4	69.1	70.1	71.0	70.1	71.5
1951 .. ..	88.6	85.2	81.4	83.6	85.5	84.4	85.8
1952 .. ..	99.2	95.8	91.5	95.9	97.5	96.4	96.7
1953 .. ..	101.7	98.6	93.7	96.8	100.4	100.3	99.2
1954 .. ..	103.8	100.9	97.6	99.7	101.7	101.9	101.6
1955 .. ..	108.1	104.7	100.4	100.9	106.3	104.0	105.2
1956 .. ..	114.3	109.6	107.2	104.9	110.8	111.2	110.8
1957 .. ..	114.9	111.9	107.8	108.7	113.9	112.8	112.4
1958 .. ..	116.6	113.2	112.5	110.6	114.7	114.6	114.3
1959 .. ..	124.0	121.9	118.4	120.4	120.7	122.9	122.0
1960 .. ..	128.5	123.9	124.2	121.2	126.8	124.5	125.7
1961 .. ..	132.2	128.2	127.4	125.6	128.8	128.4	129.5
1962 .. ..	132.3	128.8	127.4	126.2	129.5	129.2	129.8
1963 .. ..	135.5	131.7	131.0	128.9	132.8	132.0	133.0
1964 .. ..	142.5	139.7	138.8	136.9	137.5	140.4	140.3

(a) Excludes rural.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a) : ADULT MALES,  
INDUSTRY GROUPS, AUSTRALIA.

(See NOTE at top of page 254.)

Industry Group.	End of December—						
	1944.	1945.	1946.	1947.	1948.	1949.	1950.
	\$	\$	\$	\$	\$	\$	\$
Mining and Quarrying .. ..	13.76	13.87	15.07	17.78	20.59	20.69	25.96
Engineering, Metals, Vehicles, etc.	12.21	12.22	13.07	14.58	15.83	16.93	20.17
Textiles, Clothing and Footwear ..	11.58	11.58	12.42	13.32	14.90	16.02	19.74
Food, Drink and Tobacco ..	11.98	11.99	12.82	13.78	15.47	16.84	20.14
Sawmilling, Furniture, etc. ..	11.76	11.79	12.58	13.67	15.12	16.24	19.60
Paper, Printing, etc. ..	12.60	12.77	13.68	14.82	16.39	17.85	21.42
Other Manufacturing .. ..	11.82	11.86	12.71	13.78	15.28	16.46	19.76
All Manufacturing Groups ..	12.04	12.07	12.92	14.17	15.58	16.76	20.08
Building and Construction ..	11.82	11.97	12.82	13.89	15.50	16.69	19.86
Railway Services .. ..	11.80	11.78	12.55	13.68	15.32	16.41	19.58
Road and Air Transport ..	12.08	12.16	12.98	13.91	15.27	16.61	19.79
Shipping and Stevedoring (b) ..	11.89	11.76	12.67	13.24	15.32	16.36	19.66
Communication .. ..	12.38	12.38	13.07	14.58	16.00	18.27	21.33
Wholesale and Retail Trade ..	11.90	11.94	12.73	13.60	15.42	16.76	20.08
Public Authority (n.e.i.) and Com- munity and Business Services ..	11.31	11.38	12.20	13.15	14.55	16.03	19.21
Amusement, Hotels, Personal Ser- vice, etc. .. ..	11.48	11.52	12.38	12.95	14.65	16.00	19.23
All Industry Groups (c) ..	12.02	12.06	12.90	14.07	15.65	16.87	20.20

Industry Group.	End of December—						
	1951.	1952.	1953.	1954.	1955.	1956.	1957.
	\$	\$	\$	\$	\$	\$	\$
Mining and Quarrying .. ..	32.08	33.42	34.12	35.09	36.68	38.46	37.57
Engineering, Metals, Vehicles, etc.	24.07	27.18	27.84	28.94	29.48	30.92	31.50
Textiles, Clothing and Footwear ..	23.85	26.91	27.50	27.55	28.50	29.66	30.60
Food, Drink and Tobacco ..	24.11	27.23	28.02	28.45	29.58	31.22	31.63
Sawmilling, Furniture, etc. ..	23.44	26.57	27.22	27.66	28.88	30.19	30.76
Paper, Printing, etc. ..	25.70	28.92	29.76	30.49	31.25	32.72	33.39
Other Manufacturing .. ..	23.78	26.88	27.62	28.07	29.13	30.75	31.15
All Manufacturing Groups ..	24.04	27.16	27.86	28.60	29.41	30.88	31.44
Building and Construction ..	23.78	26.88	27.67	28.20	29.55	31.22	31.65
Railway Services .. ..	23.33	26.41	27.07	29.08	29.09	31.03	31.12
Road and Air Transport ..	23.56	26.90	27.58	28.26	29.42	31.09	31.42
Shipping and Stevedoring (b) ..	25.27	28.69	27.23	27.29	27.69	30.08	30.93
Communication .. ..	24.12	27.28	27.98	31.34	31.65	32.57	33.60
Wholesale and Retail Trade ..	23.58	26.75	27.48	28.02	28.98	30.53	30.93
Public Authority (n.e.i.) and Com- munity and Business Services ..	23.28	26.37	27.08	27.15	28.36	29.79	30.37
Amusement, Hotels, Personal Ser- vice, etc. .. ..	24.24	27.32	28.02	28.68	29.70	31.30	31.74

Industry Group.	End of December—						
	1958.	1959.	1960.	1961.	1962.	1963.	1964.
	\$	\$	\$	\$	\$	\$	\$
Mining and Quarrying .. ..	37.62	40.71	41.47	42.40	42.09	43.94	47.48
Engineering, Metals, Vehicles, etc.	32.02	34.48	35.02	36.15	36.14	36.95	38.88
Textiles, Clothing and Footwear ..	31.09	33.18	34.04	35.20	35.22	35.91	37.89
Food, Drink and Tobacco ..	32.24	33.97	35.22	36.30	36.35	37.18	39.17
Sawmilling, Furniture, etc. ..	31.48	33.51	34.62	35.64	35.63	36.40	38.23
Paper, Printing, etc. ..	34.32	36.50	37.92	39.04	39.34	40.08	42.19
Other Manufacturing .. ..	31.66	33.58	34.72	35.93	36.22	36.73	38.78
All Manufacturing Groups ..	32.00	34.18	35.05	36.19	36.04	37.00	38.97
Building and Construction ..	32.27	34.38	35.75	36.62	37.02	38.02	40.14
Railway Services .. ..	31.67	33.68	34.65	35.77	35.78	36.73	39.46
Road and Air Transport ..	31.94	34.09	35.25	36.33	36.42	37.13	39.05
Shipping and Stevedoring (b) ..	31.45	33.84	34.46	35.62	35.62	36.86	38.85
Communication .. ..	34.10	38.36	38.49	39.71	39.71	41.12	44.69
Wholesale and Retail Trade ..	32.49	34.12	35.71	36.73	36.86	37.67	39.54
Public Authority (n.e.i.) and Com- munity and Business Services ..	31.54	33.44	34.81	35.78	35.81	36.73	38.84
Amusement, Hotels, Personal Ser- vice, etc. .. ..	30.88	32.80	33.73	34.82	34.85	35.60	37.52
All Industry Groups (c) ..	32.29	34.47	35.50	36.58	36.66	37.55	39.62

(a) See note (a) on page 254. (b) Average rates of wage are for occupations other than masters, officers and engineers in the Merchant Marine Service, and include value of keep, where supplied. (c) Excludes rural.

## SECTION IV.—continued.

WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATE INDEX NUMBERS :  
ADULT MALES, INDUSTRY GROUPS, AUSTRALIA.

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.)

Industry Group.	End of December—						
	1944.	1945.	1946.	1947.	1948.	1949.	1950.
Mining and Quarrying ..	48.7	49.1	53.3	63.0	72.9	73.3	91.9
Engineering, Metals, Vehicles, etc.	43.2	43.3	46.3	51.6	56.1	60.0	71.4
Textiles, Clothing and Footwear ..	41.0	41.0	44.0	47.2	52.8	56.7	69.9
Food, Drink and Tobacco ..	42.4	42.5	45.4	48.8	54.8	59.6	71.3
Sawmilling, Furniture, etc. ..	41.6	41.8	44.6	48.4	53.5	57.5	69.4
Paper, Printing, etc. ..	44.6	45.2	48.4	52.5	58.0	63.2	75.9
Other Manufacturing ..	41.8	42.0	45.0	48.8	54.1	58.3	70.0
All Manufacturing Groups ..	42.6	42.7	45.7	50.2	55.2	59.3	71.1
Building and Construction ..	41.9	42.4	45.4	49.2	54.9	59.1	70.3
Railway Services ..	41.8	41.7	44.4	48.4	54.2	58.1	69.3
Road and Air Transport ..	42.8	43.0	45.9	49.2	54.1	58.8	70.1
Shipping and Stevedoring ..	42.1	41.6	44.9	46.9	54.2	57.9	69.6
Communication ..	43.8	43.8	46.3	51.6	56.7	64.7	75.5
Wholesale and Retail Trade ..	42.1	42.3	45.1	48.2	54.6	59.3	71.1
Public Authority (n.e.i.) and Community and Business Services ..	40.0	40.3	43.2	46.6	51.5	56.8	68.0
Amusement, Hotels, Personal Service, etc. ..	40.7	40.8	43.8	45.9	51.9	56.7	68.1
All Industry Groups (a) ..	42.6	42.7	45.7	49.8	55.4	59.7	71.5

Industry Group.	End of December—						
	1951.	1952.	1953.	1954.	1955.	1956.	1957.
Mining and Quarrying ..	113.6	118.3	120.8	124.3	129.9	136.2	133.0
Engineering, Metals, Vehicles, etc.	85.2	96.2	98.6	102.5	104.4	109.5	111.5
Textiles, Clothing and Footwear ..	84.4	93.3	97.4	97.5	100.9	105.0	108.3
Food, Drink and Tobacco ..	85.4	96.4	99.2	100.7	104.7	110.6	112.0
Sawmilling, Furniture, etc. ..	83.0	94.1	96.4	97.9	102.3	106.9	108.9
Paper, Printing, etc. ..	91.0	102.4	105.4	108.0	110.7	115.8	118.2
Other Manufacturing ..	84.2	95.2	97.8	99.4	103.2	108.9	110.3
All Manufacturing Groups ..	85.1	96.2	98.6	101.3	104.1	109.4	111.3
Building and Construction ..	84.2	95.2	98.0	99.9	104.6	110.6	112.1
Railway Services ..	82.6	93.5	95.8	99.4	103.0	109.9	110.2
Road and Air Transport ..	84.3	95.2	97.7	100.1	104.2	110.1	111.2
Shipping and Stevedoring ..	83.4	94.5	96.4	96.6	98.1	106.5	109.5
Communication ..	89.5	101.6	104.0	111.0	112.1	115.3	119.0
Wholesale and Retail Trade ..	85.4	96.6	99.1	99.9	105.4	111.7	112.9
Public Authority (n.e.i.) and Community and Business Services ..	83.5	94.7	97.3	99.2	102.6	108.1	109.5
Amusement, Hotels, Personal Service, etc. ..	82.4	93.4	95.9	96.1	100.4	105.5	107.5
All Industry Groups (a) ..	85.8	96.7	99.2	101.6	105.2	110.8	112.4

Industry Group.	End of December—						
	1958.	1959.	1960.	1961.	1962.	1963.	1964.
Mining and Quarrying ..	133.2	144.1	146.8	150.1	149.0	155.6	168.1
Engineering, Metals, Vehicles, etc.	113.4	122.1	124.0	128.0	128.0	130.8	137.7
Textiles, Clothing and Footwear ..	110.1	117.5	120.5	124.6	124.7	127.1	134.2
Food, Drink and Tobacco ..	114.2	120.3	124.7	128.5	128.7	131.6	138.7
Sawmilling, Furniture, etc. ..	111.5	118.6	122.6	126.2	126.2	128.9	135.4
Paper, Printing, etc. ..	121.5	129.2	134.3	138.2	139.3	141.9	149.4
Other Manufacturing ..	112.1	118.9	122.9	127.2	127.6	130.1	137.3
All Manufacturing Groups ..	113.3	121.0	124.1	128.1	128.3	131.0	138.0
Building and Construction ..	114.3	121.7	126.6	129.7	131.1	134.6	142.1
Railway Services ..	112.1	119.3	122.7	126.6	126.7	130.1	136.2
Road and Air Transport ..	113.1	120.7	124.8	128.6	128.9	131.5	138.3
Shipping and Stevedoring ..	111.4	119.8	122.0	126.1	126.1	130.5	137.6
Communication ..	120.7	135.8	136.3	140.6	140.6	145.6	158.2
Wholesale and Retail Trade ..	115.0	120.8	126.4	130.1	130.5	133.4	140.0
Public Authority (n.e.i.) and Community and Business Services ..	111.7	118.4	123.2	126.7	126.8	130.1	137.5
Amusement, Hotels, Personal Service, etc. ..	109.3	116.1	119.4	123.3	123.4	126.1	132.8
All Industry Groups (a) ..	114.3	122.0	125.7	129.5	129.8	133.0	140.3

(a) Excludes rural.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, COMPONENTS OF TOTAL WAGE RATE,  
ALL GROUPS(b).

(See NOTE at top of page 254.)

End of December—					Commonwealth Awards, etc.(c)				State Awards, etc.(c)				All Awards, etc.			
					Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.
NEW SOUTH WALES.																
					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942	..	..	..	..	9.66	2.03	0.39	12.08	9.68	1.97	0.18	11.83	9.67	2.00	0.29	11.96
1943	..	..	..	..	9.86	2.06	0.39	12.31	9.88	1.99	0.23	12.10	9.87	2.02	0.32	12.21
1944	..	..	..	..	9.85	2.06	0.39	12.30	9.88	2.01	0.23	12.12	9.87	2.03	0.32	12.22
1945	..	..	..	..	9.83	2.07	0.38	12.28	9.88	2.10	0.24	12.22	9.85	2.08	0.32	12.25
1946	..	..	..	..	10.70	2.08	0.39	13.17	10.78	2.12	0.28	13.18	10.74	2.09	0.35	13.18
1947	..	..	..	..	11.12	3.13	0.37	14.62	11.18	2.68	0.46	14.32	11.15	2.92	0.41	14.48
1948	..	..	..	..	12.11	3.42	0.37	15.90	12.18	3.38	0.60	16.16	12.15	3.40	0.47	16.02
1949	..	..	..	..	13.13	3.60	0.38	17.11	13.18	3.50	0.50	17.18	13.16	3.55	0.43	17.14
1950	..	..	..	..	16.42	3.72	0.36	20.50	16.48	3.58	0.69	20.75	16.45	3.66	0.51	20.62
1951	..	..	..	..	20.54	3.80	0.52	24.86	20.68	3.79	0.72	25.19	20.61	3.80	0.61	25.02
1952	..	..	..	..	23.55	3.99	0.40	27.94	23.68	3.86	0.56	28.10	23.62	3.92	0.48	28.02
1953	..	..	..	..	24.16	4.02	0.39	28.57	24.30	4.07	0.55	28.92	24.22	4.05	0.46	28.73
1954	..	..	..	..	24.16	5.02	0.32	29.50	24.30	4.19	0.65	29.14	24.22	4.62	0.48	29.32
1955	..	..	..	..	24.38	5.43	0.30	30.11	25.28	5.02	0.68	30.98	24.81	5.23	0.48	30.52
1956	..	..	..	..	25.59	5.51	0.31	31.41	27.36	5.09	0.75	33.20	26.44	5.31	0.53	32.28
1957	..	..	..	..	26.31	5.58	0.29	32.18	26.98	5.18	0.58	32.74	26.63	5.39	0.43	32.45
1958	..	..	..	..	26.77	5.59	0.30	32.66	27.29	5.40	0.53	33.22	27.02	5.50	0.40	32.92
1959	..	..	..	..	28.15	7.08	0.36	35.59	27.91	5.96	0.53	34.40	28.03	6.55	0.44	35.02
1960	..	..	..	..	28.37	7.17	0.36	35.90	29.38	6.72	0.58	36.68	28.85	6.97	0.46	36.28
1961	..	..	..	..	29.48	7.24	0.50	37.22	30.08	6.79	0.61	37.48	29.77	7.02	0.55	37.34
1962	..	..	..	..	29.46	7.25	0.52	37.23	29.99	6.85	0.67	37.51	29.72	7.06	0.59	37.37
1963	..	..	..	..	29.52	8.05	0.56	38.13	30.28	7.35	0.79	38.42	29.88	7.73	0.67	38.28
1964	..	..	..	..	31.36	8.23	0.57	40.16	31.50	7.70	1.11	40.31	31.42	7.98	0.83	40.23

(a) See note(a) on page 254.

(b) Excludes rural.

(c) For definitions, see page 64.

NOTE.—For notes on basic wage, margin and loading, see pages 64 and 65.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, COMPONENTS OF TOTAL WAGE RATE, ALL GROUPS(b).—*continued.*

End of December—					Commonwealth Awards, etc.(c)				State Awards, etc.(c)				All Awards, etc.			
					Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.
VICTORIA.																
					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942	..	..	..	..	9.63	1.74	0.44	11.81	9.57	2.16	0.17	11.90	9.62	1.87	0.34	11.83
1943	..	..	..	..	9.79	1.78	0.43	12.00	9.78	2.29	0.19	12.26	9.78	1.94	0.36	12.08
1944	..	..	..	..	9.78	1.78	0.44	12.00	9.78	2.30	0.19	12.27	9.78	1.94	0.36	12.08
1945	..	..	..	..	9.78	1.80	0.45	12.03	9.78	2.31	0.19	12.28	9.78	1.96	0.37	12.11
1946	..	..	..	..	10.58	1.83	0.46	12.87	10.59	2.42	0.20	13.21	10.58	2.02	0.38	12.98
1947	..	..	..	..	10.90	2.75	0.44	14.09	10.89	2.87	0.21	13.97	10.90	2.78	0.37	14.05
1948	..	..	..	..	11.98	3.05	0.46	15.49	11.99	3.62	0.21	15.82	11.98	3.22	0.39	15.59
1949	..	..	..	..	12.98	3.22	0.48	16.68	12.99	4.00	0.22	17.21	12.98	3.46	0.40	16.84
1950	..	..	..	..	16.19	3.36	0.45	20.00	16.16	4.20	0.21	20.57	16.18	3.62	0.38	20.18
1951	..	..	..	..	19.94	3.48	0.46	23.88	19.90	4.28	0.25	24.43	19.92	3.72	0.41	24.05
1952	..	..	..	..	22.87	3.66	0.35	26.88	22.80	4.46	0.23	27.49	22.85	3.91	0.31	27.07
1953	..	..	..	..	23.59	3.71	0.31	27.61	23.70	4.51	0.20	28.41	23.62	3.95	0.29	27.86
1954	..	..	..	..	23.52	4.69	0.20	28.41	23.40	5.09	0.15	28.64	23.48	4.82	0.18	28.48
1955	..	..	..	..	23.79	5.00	0.18	28.97	24.60	6.15	0.14	30.89	24.04	5.35	0.17	29.56
1956	..	..	..	..	24.95	5.09	0.17	30.21	26.32	6.16	0.15	32.63	25.38	5.42	0.16	30.96
1957	..	..	..	..	25.72	5.14	0.22	31.08	26.30	6.19	0.23	32.72	25.90	5.48	0.22	31.60
1958	..	..	..	..	26.11	5.17	0.23	31.51	26.30	6.25	0.44	32.99	26.17	5.50	0.30	31.97
1959	..	..	..	..	27.54	6.54	0.27	34.35	27.50	6.62	0.46	34.58	27.52	6.56	0.34	34.42
1960	..	..	..	..	27.54	6.64	0.31	34.49	27.58	8.02	0.54	36.14	27.55	7.06	0.38	34.99
1961	..	..	..	..	28.73	6.72	0.29	35.74	28.78	8.04	0.47	37.29	28.75	7.12	0.35	36.22
1962	..	..	..	..	28.74	6.76	0.37	35.87	28.78	8.08	0.62	37.48	28.75	7.17	0.45	36.37
1963	..	..	..	..	28.74	7.49	0.42	36.65	28.78	8.94	0.75	38.47	28.75	7.94	0.51	37.20
1964	..	..	..	..	30.73	7.65	0.57	38.95	30.75	8.99	0.86	40.60	30.74	8.06	0.66	39.46

(a) See note (a) on page 254.

(b) Excludes rural.

(c) For definitions, see page 64.

NOTE.—For notes on basic wage, margin and loading, see pages 64 and 65.



SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, COMPONENTS OF TOTAL WAGE RATE, ALL GROUPS(b).—*continued.*

End of December—	Commonwealth Awards, etc.(c)				State Awards, etc.(c)				All Awards, etc.			
	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.
QUEENSLAND.												
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942 .. .. .	9.32	2.06	0.30	11.68	9.46	1.59	0.10	11.15	9.43	1.68	0.14	11.25
1943 .. .. .	9.54	2.06	0.32	11.92	9.76	1.60	0.14	11.50	9.72	1.68	0.18	11.58
1944 .. .. .	9.52	2.06	0.31	11.89	9.76	1.71	0.20	11.67	9.72	1.78	0.21	11.71
1945 .. .. .	9.52	2.07	0.30	11.89	9.76	1.82	0.21	11.79	9.72	1.88	0.21	11.81
1946 .. .. .	10.32	2.07	0.31	12.70	10.56	1.85	0.27	12.68	10.52	1.89	0.27	12.68
1947 .. .. .	10.72	3.01	0.26	13.99	10.96	1.98	0.38	13.32	10.92	2.18	0.35	13.45
1948 .. .. .	11.69	3.50	0.27	15.46	11.96	2.92	0.41	15.29	11.91	3.02	0.39	15.32
1949 .. .. .	12.72	3.84	0.31	16.87	12.96	3.19	0.29	16.44	12.92	3.27	0.33	16.52
1950 .. .. .	15.74	3.98	0.26	19.98	15.46	3.35	0.60	19.41	15.51	3.47	0.54	19.52
1951 .. .. .	19.22	4.13	0.48	23.83	18.56	3.50	0.74	22.80	18.68	3.62	0.69	22.99
1952 .. .. .	22.29	4.38	0.45	27.12	21.66	3.52	0.38	25.56	21.78	3.68	0.39	25.85
1953 .. .. .	22.68	4.43	0.40	27.51	22.26	3.59	0.37	26.22	22.34	3.75	0.38	26.47
1954 .. .. .	22.68	5.28	0.39	28.35	22.56	4.37	0.45	27.38	22.58	4.53	0.45	27.56
1955 .. .. .	22.68	5.79	0.40	28.87	22.96	4.82	0.45	28.23	22.91	5.00	0.44	28.35
1956 .. .. .	23.67	6.08	0.40	30.15	24.16	5.62	0.52	30.30	24.07	5.71	0.50	30.28
1957 .. .. .	24.66	6.16	0.40	31.22	24.16	5.78	0.31	30.25	24.25	5.85	0.33	30.43
1958 .. .. .	25.16	6.19	0.40	31.75	25.66	5.86	0.26	31.78	25.57	5.92	0.29	31.78
1959 .. .. .	26.66	7.92	0.51	35.09	26.79	5.96	0.31	33.06	26.77	6.32	0.34	33.43
1960 .. .. .	26.66	8.01	0.51	35.18	27.69	6.92	0.44	35.05	27.50	7.12	0.45	35.07
1961 .. .. .	27.86	8.04	0.52	36.42	28.49	6.95	0.44	35.88	28.38	7.15	0.45	35.98
1962 .. .. .	27.94	7.94	0.48	36.36	28.49	6.92	0.45	35.86	28.38	7.12	0.47	35.97
1963 .. .. .	27.94	8.84	0.53	37.31	28.69	7.68	0.55	36.92	28.54	7.93	0.53	37.00
1964 .. .. .	29.94	9.19	0.59	39.72	30.69	7.84	0.55	39.08	30.54	8.12	0.55	39.21

(a) See note (a) on page 254.

(b) Excludes rural.

(c) For definitions, see page 64.

NOTE.—For notes on basic wage, margin and loading, see pages 64 and 65.

# SECTION IV.—continued.

WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, COMPONENTS OF TOTAL WAGE RATE, ALL GROUPS(b).—continued.

End of December—					Commonwealth Awards, etc.(c)				State Awards, etc.(c)				All Awards, etc.			
					Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.
SOUTH AUSTRALIA.																
					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942	..	..	..	..	9.30	1.92	0.46	11.68	9.40	1.48	0.25	11.13	9.33	1.78	0.39	11.50
1943	..	..	..	..	9.42	1.95	0.45	11.82	9.40	1.49	0.28	11.17	9.41	1.80	0.40	11.61
1944	..	..	..	..	9.34	1.95	0.46	11.75	9.40	1.50	0.31	11.21	9.36	1.81	0.41	11.58
1945	..	..	..	..	9.34	1.96	0.46	11.76	9.40	1.52	0.34	11.26	9.36	1.82	0.42	11.60
1946	..	..	..	..	10.21	1.98	0.45	12.64	9.86	1.56	0.50	11.92	10.09	1.84	0.48	12.41
1947	..	..	..	..	10.62	3.00	0.46	14.08	10.61	2.01	0.51	13.13	10.62	2.68	0.48	13.78
1948	..	..	..	..	11.62	3.28	0.51	15.41	11.71	2.54	0.56	14.81	11.65	3.04	0.53	15.22
1949	..	..	..	..	12.64	3.44	0.51	16.59	12.52	2.90	0.71	16.13	12.60	3.27	0.57	16.44
1950	..	..	..	..	15.85	3.58	0.45	19.88	15.81	3.05	0.72	19.58	15.83	3.41	0.55	19.79
1951	..	..	..	..	19.58	3.68	0.46	23.72	19.51	3.11	0.73	23.35	19.56	3.50	0.54	23.60
1952	..	..	..	..	22.92	3.90	0.31	27.13	22.91	3.30	0.77	26.98	22.92	3.71	0.45	27.08
1953	..	..	..	..	23.16	4.00	0.24	27.40	23.11	3.38	0.76	27.25	23.14	3.80	0.41	27.35
1954	..	..	..	..	23.16	5.21	0.14	28.51	23.11	3.58	0.73	27.42	23.14	4.68	0.34	28.16
1955	..	..	..	..	23.16	5.49	0.13	28.78	23.11	4.12	0.69	27.92	23.14	5.05	0.31	28.50
1956	..	..	..	..	24.15	5.62	0.11	29.88	24.11	4.18	0.83	29.12	24.14	5.15	0.34	29.63
1957	..	..	..	..	25.15	5.66	0.11	30.92	25.11	4.35	0.76	30.22	25.14	5.23	0.32	30.69
1958	..	..	..	..	25.65	5.69	0.11	31.45	25.61	4.42	0.76	30.79	25.64	5.28	0.32	31.24
1959	..	..	..	..	27.15	7.19	0.14	34.48	27.11	5.08	0.78	32.97	27.14	6.51	0.34	33.99
1960	..	..	..	..	27.15	7.26	0.13	34.54	27.11	5.58	0.79	33.48	27.14	6.73	0.35	34.22
1961	..	..	..	..	28.35	7.28	0.15	35.78	28.31	5.68	0.78	34.77	28.34	6.78	0.34	35.46
1962	..	..	..	..	28.35	7.41	0.27	36.03	28.31	5.72	0.77	34.80	28.34	6.88	0.43	35.65
1963	..	..	..	..	28.35	8.18	0.28	36.81	28.31	6.29	0.88	35.48	28.34	7.60	0.46	36.40
1964	..	..	..	..	30.35	8.35	0.30	39.00	30.31	6.42	1.19	37.92	30.34	7.76	0.57	38.67

(a) See note (a) on page 254.

(b) Excludes rural.

(c) For definitions, see page 64.

NOTE.—For notes on basic wage, margin and loading, see pages 64 and 65.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, COMPONENTS OF TOTAL WAGE RATE, ALL GROUPS(b).—*continued.*

End of December—					Commonwealth Awards, etc.(c)				State Awards, etc.(c)				All Awards, etc.			
					Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.
WESTERN AUSTRALIA.																
					\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942	..	..	..	..	9.59	1.90	0.27	11.76	9.81	1.72	0.18	11.71	9.78	1.74	0.20	11.72
1943	..	..	..	..	9.84	1.93	0.28	12.05	10.15	1.73	0.21	12.09	10.11	1.76	0.21	12.08
1944	..	..	..	..	9.79	1.93	0.28	12.00	10.04	1.75	0.23	12.02	10.02	1.77	0.23	12.02
1945	..	..	..	..	9.78	1.96	0.24	11.98	10.05	1.77	0.22	12.04	10.02	1.79	0.22	12.03
1946	..	..	..	..	10.46	1.96	0.25	12.67	10.25	1.79	0.23	12.27	10.28	1.81	0.23	12.32
1947	..	..	..	..	10.92	2.68	0.27	13.87	11.12	2.28	0.23	13.63	11.10	2.33	0.23	13.66
1948	..	..	..	..	11.88	3.32	0.28	15.48	12.21	2.70	0.30	15.21	12.17	2.77	0.29	15.23
1949	..	..	..	..	13.00	3.84	0.34	17.18	13.63	2.82	0.33	16.78	13.56	2.95	0.32	16.83
1950	..	..	..	..	16.15	4.19	0.26	20.60	16.68	2.91	0.39	19.98	16.61	3.06	0.39	20.06
1951	..	..	..	..	20.01	4.45	0.19	24.65	20.59	3.09	0.40	24.08	20.52	3.25	0.38	24.15
1952	..	..	..	..	23.07	4.61	0.19	27.87	23.89	3.22	0.40	27.51	23.80	3.39	0.36	27.55
1953	..	..	..	..	23.68	4.61	0.19	28.48	24.67	3.32	0.37	28.36	24.55	3.48	0.34	28.37
1954	..	..	..	..	23.68	5.43	0.17	29.28	24.67	3.61	0.36	28.64	24.55	3.82	0.35	28.72
1955	..	..	..	..	23.68	6.14	0.16	29.98	25.25	4.42	0.35	30.02	25.07	4.62	0.32	30.01
1956	..	..	..	..	24.65	6.47	0.15	31.27	26.48	4.46	0.34	31.28	26.28	4.69	0.31	31.28
1957	..	..	..	..	25.65	6.68	0.14	32.47	27.22	4.56	0.34	32.12	27.04	4.80	0.32	32.16
1958	..	..	..	..	26.14	6.72	0.14	33.00	27.32	4.65	0.35	32.32	27.19	4.89	0.32	32.40
1959	..	..	..	..	27.63	8.44	0.29	36.36	28.12	5.31	0.35	33.78	28.07	5.67	0.34	34.08
1960	..	..	..	..	27.65	8.61	0.28	36.54	29.38	6.01	0.33	35.72	29.18	6.31	0.32	35.81
1961	..	..	..	..	28.83	8.66	0.29	37.78	29.82	6.06	0.32	36.20	29.71	6.35	0.32	36.38
1962	..	..	..	..	28.83	8.66	0.29	37.78	29.82	6.22	0.37	36.41	29.71	6.51	0.35	36.57
1963	..	..	..	..	28.84	9.83	0.28	38.95	30.09	6.74	0.48	37.31	29.94	7.10	0.46	37.50
1964	..	..	..	..	30.82	10.39	0.34	41.55	31.12	6.84	0.51	38.47	31.08	7.25	0.49	38.82

(a) See note (a) on page 254.

(b) Excludes rural.

(c) For definitions, see page 64.

NOTE.—For notes on basic wage, margin and loading, see pages 64 and 65.

SECTION IV.—*continued.*

WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, COMPONENTS OF TOTAL WAGE RATE, ALL GROUPS(b).—*continued.*

End of December—	Commonwealth Awards, etc.(c)				State Awards etc.(c)				All Awards, etc.			
	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.
TASMANIA.												
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942 .. .. .	9.20	1.51	0.31	11.02	8.93	1.94	0.50	11.37	9.10	1.68	0.39	11.17
1943 .. .. .	9.51	1.52	0.35	11.38	9.37	1.98	0.52	11.87	9.45	1.70	0.43	11.58
1944 .. .. .	9.42	1.53	0.34	11.29	9.35	2.01	0.53	11.89	9.39	1.72	0.42	11.53
1945 .. .. .	9.41	1.53	0.34	11.28	9.37	2.04	0.56	11.97	9.39	1.74	0.43	11.56
1946 .. .. .	10.30	1.58	0.34	12.22	10.16	2.08	0.55	12.79	10.24	1.78	0.43	12.45
1947 .. .. .	10.69	2.32	0.33	13.34	10.68	2.51	0.66	13.85	10.69	2.39	0.46	13.54
1948 .. .. .	11.76	2.79	0.36	14.91	11.76	3.17	0.67	15.60	11.76	2.94	0.48	15.18
1949 .. .. .	12.78	3.02	0.37	16.17	12.76	3.42	0.67	16.85	12.78	3.18	0.47	16.43
1950 .. .. .	16.00	3.22	0.34	19.56	15.95	3.59	0.64	20.18	15.98	3.37	0.45	19.80
1951 .. .. .	19.89	3.30	0.36	23.55	19.83	3.64	0.78	24.25	19.87	3.43	0.52	23.82
1952 .. .. .	22.97	3.52	0.27	26.76	22.89	4.37	0.66	27.92	22.93	3.85	0.44	27.22
1953 .. .. .	24.00	3.55	0.27	27.82	24.06	4.38	0.67	29.11	24.02	3.88	0.43	28.33
1954 .. .. .	24.00	4.26	0.18	28.44	24.07	4.47	0.71	29.25	24.03	4.34	0.40	28.77
1955 .. .. .	24.01	4.61	0.13	28.75	24.07	5.10	1.10	30.27	24.03	4.81	0.52	29.36
1956 .. .. .	25.45	4.76	0.13	30.34	26.75	5.10	1.10	32.95	25.98	4.90	0.51	31.39
1957 .. .. .	26.17	4.79	0.12	31.08	26.91	5.10	0.97	32.98	26.47	4.92	0.46	31.85
1958 .. .. .	26.81	4.87	0.15	31.83	27.01	5.41	0.72	33.14	26.89	5.08	0.39	32.36
1959 .. .. .	28.17	6.08	0.19	34.44	28.10	6.28	0.75	35.13	28.14	6.15	0.42	34.71
1960 .. .. .	28.49	6.18	0.20	34.87	28.21	6.67	0.74	35.62	28.38	6.35	0.42	35.15
1961 .. .. .	29.37	6.24	0.20	35.81	29.42	6.73	0.83	36.98	29.38	6.44	0.45	36.27
1962 .. .. .	29.33	6.48	0.26	36.07	29.42	6.74	0.93	37.09	29.37	6.58	0.53	36.48
1963 .. .. .	29.33	7.12	0.34	36.79	29.48	7.64	0.96	38.08	29.39	7.31	0.59	37.29
1964 .. .. .	31.21	7.37	0.56	39.14	31.39	7.94	1.12	40.45	31.28	7.60	0.78	39.66

(a) See note (a) on page 254. (b) Excludes rural. (c) For definitions see page 64.  
NOTE.—For notes on basic wage, margin and loading, see pages 64 and 65.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT MALES, COMPONENTS OF TOTAL WAGE RATE, ALL GROUPS(b).—*continued.*

End of December—	Commonwealth Awards, etc.(c)				State Awards, etc.(c)				All Awards, etc.			
	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.	Basic Wage.	Margin.	Loading.	Total Wage.
AUSTRALIA.												
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942 .. .. .	9.57	1.89	0.41	11.87	9.59	1.86	0.17	11.62	9.58	1.88	0.28	11.74
1943 .. .. .	9.75	1.92	0.41	12.08	9.82	1.90	0.21	11.93	9.78	1.91	0.31	12.00
1944 .. .. .	9.72	1.92	0.42	12.06	9.82	1.93	0.23	11.98	9.77	1.92	0.33	12.02
1945 .. .. .	9.72	1.93	0.42	12.07	9.81	2.00	0.24	12.05	9.77	1.97	0.32	12.06
1946 .. .. .	10.56	1.95	0.41	12.92	10.57	2.03	0.28	12.88	10.56	1.99	0.35	12.90
1947 .. .. .	10.94	2.92	0.41	14.27	11.02	2.47	0.38	13.87	10.98	2.70	0.39	14.07
1948 .. .. .	11.97	3.24	0.41	15.62	12.07	3.18	0.44	15.69	12.02	3.21	0.42	15.65
1949 .. .. .	12.98	3.43	0.42	16.83	13.11	3.38	0.41	16.90	13.04	3.41	0.42	16.87
1950 .. .. .	16.22	3.57	0.39	20.18	16.17	3.52	0.54	20.23	16.19	3.55	0.46	20.20
1951 .. .. .	20.10	3.67	0.47	24.24	19.96	3.68	0.60	24.24	20.03	3.68	0.53	24.24
1952 .. .. .	23.12	3.87	0.37	27.36	23.02	3.79	0.47	27.28	23.08	3.82	0.42	27.32
1953 .. .. .	23.73	3.92	0.33	27.98	23.70	3.92	0.44	28.06	23.72	3.92	0.38	28.02
1954 .. .. .	23.71	4.91	0.25	28.87	23.72	4.29	0.48	28.49	23.72	4.61	0.35	28.68
1955 .. .. .	23.90	5.27	0.23	29.40	24.47	5.05	0.50	30.02	24.18	5.16	0.36	29.70
1956 .. .. .	25.06	5.38	0.23	30.67	26.13	5.28	0.55	31.96	25.58	5.32	0.40	31.30
1957 .. .. .	25.85	5.44	0.24	31.53	26.14	5.37	0.45	31.96	25.99	5.41	0.34	31.74
1958 .. .. .	26.30	5.46	0.25	32.01	26.64	5.50	0.45	32.59	26.47	5.48	0.34	32.29
1959 .. .. .	27.72	6.92	0.29	34.93	27.57	5.95	0.46	33.98	27.64	6.44	0.39	34.47
1960 .. .. .	27.82	7.01	0.31	35.14	28.52	6.84	0.52	35.88	28.16	6.92	0.42	35.50
1961 .. .. .	28.98	7.07	0.34	36.39	29.34	6.89	0.53	36.76	29.15	6.98	0.45	36.58
1962 .. .. .	28.96	7.12	0.41	36.49	29.31	6.93	0.59	36.83	29.12	7.03	0.51	36.66
1963 .. .. .	28.98	7.89	0.46	37.33	29.50	7.59	0.68	37.77	29.23	7.75	0.57	37.55
1964 .. .. .	30.92	8.08	0.53	39.53	31.07	7.78	0.87	39.72	30.99	7.94	0.69	39.62

(a) See note (u) on page 254.

(b) Excludes rural.

(c) For definitions, see page 64.

NOTE.—For notes on basic wage, margin and loading, see pages 64 and 65.

SECTION IV.—*continued.*

**MINIMUM WEEKLY WAGE RATES(a): ADULT MALES**  
**COMPONENTS OF TOTAL WAGE RATE—INDUSTRY GROUPS(b), AUSTRALIA**

*Weighted Average Minimum Weekly Rates payable for a Full Week's Work (excluding overtime), as prescribed in Awards, Determinations and Agreements.*

(See NOTE at top of page 254.)

Industry Group	31st December, 1945				31st December, 1946			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 9.98	\$ 2.59	\$ 1.30	13.87	\$ 10.72	\$ 2.61	\$ 1.74	15.07
Manufacturing—								
Engineering, Metals, Vehicles, etc. ..	9.75	2.02	0.45	12.22	10.58	2.02	0.47	13.07
Textiles, Clothing and Footwear ..	9.68	1.67	0.23	11.58	10.52	1.67	0.23	12.42
Food, Drink and Tobacco ..	9.82	1.89	0.28	11.99	10.62	1.91	0.29	12.82
Sawmilling, Furniture, etc. ..	9.78	1.81	0.20	11.79	10.56	1.82	0.20	12.58
Paper, Printing, etc. ..	9.75	2.89	0.13	12.77	10.52	3.03	0.13	13.68
Other Manufacturing ..	9.79	1.68	0.39	11.86	10.59	1.72	0.40	12.71
All Manufacturing Groups ..	(e)	(e)	(e)	12.07	(e)	(e)	(e)	12.92
Building and Construction ..	9.76	1.93	0.28	11.97	10.53	2.00	0.29	12.82
Railway Services ..	9.68	1.72	0.38	11.78	10.44	1.72	0.39	12.55
Road and Air Transport ..	9.78	2.09	0.29	12.16	10.59	2.10	0.29	12.98
Shipping and Stevedoring(d) ..	(e)	(e)	(e)	11.76	(e)	(e)	(e)	12.67
Communication ..	9.82	2.56		12.38	10.50	2.57		13.07
Wholesale and Retail Trade ..	9.76	2.03	0.15	11.94	10.54	2.04	0.15	12.73
Public Authority (n.e.i.) and Community and Business Services ..	9.80	1.49	0.09	11.38	10.52	1.65	0.03	12.20
Amusement, Hotels, Personal Service, etc. ..	(e)	(e)	(e)	11.52	(e)	(e)	(e)	12.38
All Industry Groups(b) ..	9.77	1.97	0.32	12.06	10.56	1.99	0.35	12.90

Industry Group.	31st December, 1947				31st December, 1948			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 11.22	\$ 3.75	\$ 2.81	17.78	\$ 12.24	\$ 4.11	\$ 4.24	20.59
Manufacturing—								
Engineering, Metals, Vehicles, etc. ..	10.98	3.12	0.48	14.58	12.02	3.37	0.44	15.83
Textiles, Clothing and Footwear ..	10.90	2.19	0.23	13.32	11.95	2.72	0.23	14.90
Food, Drink and Tobacco ..	11.02	2.47	0.29	13.78	12.06	3.14	0.27	15.47
Sawmilling, Furniture, etc. ..	10.99	2.46	0.22	13.67	12.02	2.88	0.22	15.12
Paper, Printing, etc. ..	10.93	3.77	0.12	14.82	11.92	4.32	0.15	16.39
Other Manufacturing ..	11.01	2.38	0.39	13.78	12.05	2.82	0.41	15.28
All Manufacturing Groups ..	(e)	(e)	(e)	14.17	(e)	(e)	(e)	15.58
Building and Construction ..	10.98	2.60	0.31	13.89	12.02	3.12	0.36	15.50
Railway Services ..	10.90	2.39	0.39	13.68	11.94	3.10	0.28	15.32
Road and Air Transport ..	10.99	2.72	0.20	13.91	12.03	3.05	0.19	15.27
Shipping and Stevedoring(d) ..	(e)	(e)	(e)	13.24	(e)	(e)	(e)	15.32
Communication ..	10.97	3.61		14.58	11.89	4.11		16.00
Wholesale and Retail Trade ..	10.97	2.48	0.15	13.60	12.01	3.25	0.16	15.42
Public Authority (n.e.i.) and Community and Business Services ..	10.99	2.13	0.03	13.15	12.00	2.52	0.03	14.55
Amusement, Hotels, Personal Service, etc. ..	(e)	(e)	(e)	12.95	(e)	(e)	(e)	14.65
All Industry Groups(b) ..	10.98	2.70	0.39	14.07	12.02	3.21	0.42	15.65

(a) See note (a) on page 254. (b) Excludes rural. (c) For mining, the wage rates include lead bonuses, etc. (d) See note (b) on page 256. (e) Components of total wage rate are not available.

NOTE.—For definitions of components and other explanations see page 64.

SECTION IV.—*continued.*

MINIMUM WEEKLY WAGE RATES(a): ADULT MALES  
 COMPONENTS OF TOTAL WAGE RATE—INDUSTRY GROUPS(b), AUSTRALIA—*continued.*

Industry Group	31st December, 1949				31st December, 1950			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 13.29	\$ 4.17	\$ 3.23	\$ 20.69	\$ 16.45	\$ 4.22	\$ 5.29	\$ 25.96
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	13.03	3.45	0.45	16.93	16.22	3.49	0.46	20.17
Textiles, Clothing and Footwear . . . . .	12.96	2.82	0.24	16.02	16.21	3.28	0.25	19.74
Food, Drink and Tobacco . . . . .	13.07	3.52	0.25	16.84	16.16	3.74	0.24	20.14
Sawmilling, Furniture, etc. . . . .	13.07	2.96	0.21	16.24	16.16	3.24	0.20	19.60
Paper, Printing, etc. . . . .	13.01	4.69	0.15	17.85	16.05	5.32	0.05	21.42
Other Manufacturing . . . . .	13.07	2.93	0.46	16.46	16.25	3.06	0.45	19.76
All Manufacturing Groups . . . . .	(e)	(e)	(e)	16.76	(e)	(e)	(e)	20.08
Building and Construction . . . . .	13.04	3.21	0.44	16.69	16.16	3.28	0.42	19.86
Railway Services . . . . .	12.97	3.17	0.27	16.41	16.07	3.24	0.27	19.58
Road and Air Transport . . . . .	13.05	3.38	0.18	16.61	16.20	3.41	0.18	19.79
Shipping and Stevedoring(d) . . . . .	(e)	(e)	(e)	16.36	(e)	(e)	(e)	19.66
Communication . . . . .	13.03	5.24	..	18.27	16.10	5.23	..	21.33
Wholesale and Retail Trade . . . . .	13.03	3.56	0.17	16.76	16.17	3.75	0.16	20.08
Public Authority (n.e.i.) and Community and Business Services . . . . .	13.08	2.89	0.06	16.03	16.15	2.98	0.08	19.21
Amusement, Hotels, Personal Service, etc. . . . .	(e)	(e)	(e)	16.00	(e)	(e)	(e)	19.23
All Industry Groups(b) . . . . .	13.04	3.41	0.42	16.87	16.19	3.55	0.46	20.20

Industry Group.	31st December, 1951				31st December, 1952			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 20.31	\$ 4.24	\$ 7.53	\$ 32.08	\$ 23.37	\$ 4.34	\$ 5.71	\$ 33.42
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	20.11	3.52	0.44	24.07	23.15	3.79	0.24	27.18
Textiles, Clothing and Footwear . . . . .	20.07	3.53	0.25	23.85	23.11	3.54	0.26	26.91
Food, Drink and Tobacco . . . . .	19.92	3.93	0.26	24.11	22.96	4.05	0.22	27.23
Sawmilling, Furniture, etc. . . . .	19.93	3.33	0.18	23.44	23.00	3.44	0.13	26.57
Paper, Printing, etc. . . . .	20.05	5.61	0.04	25.70	23.07	5.83	0.02	28.92
Other Manufacturing . . . . .	20.13	3.20	0.45	23.78	23.17	3.34	0.37	26.88
All Manufacturing Groups . . . . .	(e)	(e)	(e)	24.04	(e)	(e)	(e)	27.16
Building and Construction . . . . .	19.97	3.42	0.39	23.78	23.03	3.48	0.37	26.88
Railway Services . . . . .	19.78	3.28	0.27	23.33	22.86	3.28	0.27	26.41
Road and Air Transport . . . . .	20.03	3.59	0.19	23.81	23.08	3.68	0.14	26.90
Shipping and Stevedoring(d) . . . . .	(e)	(e)	(e)	23.56	(e)	(e)	(e)	26.70
Communication . . . . .	20.01	5.26	..	25.27	23.00	5.68	0.01	28.69
Wholesale and Retail Trade . . . . .	20.02	3.92	0.18	24.12	23.08	4.07	0.13	27.28
Public Authority (n.e.i.) and Community and Business Services . . . . .	19.98	3.52	0.08	23.58	23.02	3.64	0.09	26.75
Amusement, Hotels, Personal Service, etc. . . . .	(e)	(e)	(e)	23.28	(e)	(e)	(e)	26.37
All Industry Groups(b) . . . . .	20.03	3.68	0.53	24.24	23.08	3.82	0.42	27.32

(a) See note (a) on page 254. (b) Excludes rural. (c) For mining, the wage rates include lead bonuses, etc. (d) See note (b) on page 256. (e) Components of total wage rate are not available.

NOTE.—For definitions of components and other explanations see page 64.

SECTION IV.—*continued.*

MINIMUM WEEKLY WAGE RATES(a): ADULT MALES  
COMPONENTS OF TOTAL WAGE RATE—INDUSTRY GROUPS(b), AUSTRALIA—*continued.*

Industry Group	31st December, 1953				31st December, 1954			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 24.01	\$ 4.41	\$ 5.70	\$ 34.12	\$ 24.02	\$ 4.52	\$ 6.55	\$ 35.09
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	23.76	3.91	0.17	27.84	23.75	5.07	0.12	28.94
Textiles, Clothing and Footwear . . . . .	23.68	3.56	0.26	27.50	23.68	3.64	0.23	27.55
Food, Drink and Tobacco . . . . .	23.60	4.19	0.23	28.02	23.62	4.64	0.19	28.45
Sawmilling, Furniture, etc. . . . .	23.65	3.45	0.12	27.22	23.70	3.85	0.11	27.66
Paper, Printing, etc. . . . .	23.72	6.01	0.03	29.76	23.71	6.75	0.03	30.49
Other Manufacturing . . . . .	23.82	3.42	0.38	27.62	23.79	3.96	0.32	28.07
All Manufacturing Groups . . . . .	(e)	(e)	(e)	27.86	(e)	(e)	(e)	28.60
Building and Construction . . . . .	23.70	3.62	0.35	27.67	23.69	4.29	0.22	28.20
Railway Services . . . . .	23.50	3.38	0.19	27.07	23.52	4.54	0.02	28.08
Road and Air Transport . . . . .	23.72	3.72	0.14	27.58	23.71	4.50	0.05	28.26
Shipping and Stevedoring(d) . . . . .	(e)	(e)	(e)	27.23	(e)	(e)	(e)	27.29
Communication . . . . .	23.69	5.69	..	29.38	23.69	7.65	..	31.34
Wholesale and Retail Trade . . . . .	23.74	4.09	0.15	27.98	23.72	4.38	0.12	28.22
Public Authority (n.e.i.) and Community and Business Services . . . . .	23.70	3.69	0.09	27.48	23.71	4.22	0.09	28.02
Amusement, Hotels, Personal Service, etc. . . . .	(e)	(e)	(e)	27.08	(e)	(e)	(e)	27.15
All Industry Groups(b) ..	23.72	3.92	0.38	28.02	23.72	4.61	0.35	28.68

Industry Group.	31st December, 1955				31st December, 1956			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 24.27	\$ 5.74	\$ 6.67	\$ 36.68	\$ 25.35	\$ 6.00	\$ 7.11	\$ 38.46
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	24.08	5.26	0.14	29.48	25.39	5.38	0.15	30.92
Textiles, Clothing and Footwear . . . . .	23.83	4.43	0.24	28.50	24.97	4.47	0.22	29.66
Food, Drink and Tobacco . . . . .	24.16	5.25	0.17	29.58	25.61	5.45	0.16	31.22
Sawmilling, Furniture, etc. . . . .	24.02	4.83	0.03	28.88	25.28	4.89	0.02	30.19
Paper, Printing, etc. . . . .	24.03	7.18	0.04	31.25	25.37	7.32	0.03	32.72
Other Manufacturing . . . . .	24.34	4.50	0.29	29.13	25.83	4.63	0.29	30.75
All Manufacturing Groups . . . . .	(e)	(e)	(e)	29.41	(e)	(e)	(e)	30.88
Building and Construction . . . . .	24.35	5.00	0.20	29.55	25.96	5.06	0.20	31.22
Railway Services . . . . .	24.28	4.79	0.02	29.09	25.88	5.13	0.02	31.03
Road and Air Transport . . . . .	24.33	5.08	0.01	29.42	25.89	5.18	0.02	31.09
Shipping and Stevedoring(d) . . . . .	(e)	(e)	(e)	27.69	(e)	(e)	(e)	30.08
Communication . . . . .	23.69	7.96	..	31.65	24.62	7.95	..	32.57
Wholesale and Retail Trade . . . . .	24.33	5.28	0.17	29.78	25.87	5.46	0.21	31.54
Public Authority (n.e.i.) and Community and Business Services . . . . .	24.25	4.64	0.09	28.98	25.69	4.75	0.09	30.53
Amusement, Hotels, Personal Service, etc. . . . .	(e)	(e)	(e)	28.36	(e)	(e)	(e)	29.79
All Industry Groups(b) ..	24.18	5.16	0.36	29.70	25.58	5.32	0.40	31.30

(a) See note (a) on page 254. (b) Excludes rural. (c) For mining, the wage rates include lead bonuses, etc. (d) See note (b) on page 256. (e) Components of total wage rate are not available.

NOTE.—For definitions of components and other explanations see page 64.



SECTION IV.—*continued.*

MINIMUM WEEKLY WAGE RATES(a): ADULT MALES  
COMPONENTS OF TOTAL WAGE RATE—INDUSTRY GROUPS(b), AUSTRALIA—*continued.*

Industry Group	31st December, 1957				31st December, 1958			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 26.05	\$ 6.02	\$ 5.50	\$ 37.57	\$ 26.58	\$ 6.03	\$ 5.01	\$ 37.62
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	25.97	5.38	0.15	31.50	26.42	5.44	0.16	32.02
Textiles, Clothing and Footwear . . . . .	25.77	4.67	0.16	30.60	26.24	4.69	0.16	31.09
Food, Drink and Tobacco . . . . .	25.88	5.58	0.17	31.63	26.43	5.63	0.18	32.24
Sawmilling, Furniture, etc. . . . .	25.82	4.92	0.02	30.76	26.43	5.02	0.03	31.48
Paper, Printing, etc. . . . .	25.92	7.45	0.02	33.39	26.38	7.89	0.05	34.32
Other Manufacturing . . . . .	26.17	4.74	0.24	31.15	26.57	4.83	0.26	31.66
All Manufacturing Groups . . . . .	(e)	(e)	(e)	31.44	(e)	(e)	(e)	32.00
Building and Construction . . . . .	26.11	5.20	0.34	31.65	26.58	5.26	0.43	32.27
Railway Services . . . . .	25.93	5.17	0.02	31.12	26.48	5.17	0.02	31.67
Road and Air Transport . . . . .	26.09	5.31	0.02	31.42	26.54	5.38	0.02	31.94
Shipping and Stevedoring(d) . . . . .	(e)	(e)	(e)	30.93	26.18	5.26	0.01	31.45
Communication . . . . .	25.61	7.99		33.60	26.11	7.99		34.10
Wholesale and Retail Trade . . . . .	26.12	5.55	0.21	31.88	26.54	5.69	0.26	32.49
Public Authority (n.e.i.) and Community and Business Services . . . . .	26.01	4.83	0.09	30.93	26.48	4.97	0.09	31.54
Amusement, Hotels, Personal Service, etc. . . . .	(e)	(e)	(e)	30.37	(e)	(e)	(e)	30.88
All Industry Groups(b) . . . . .	25.99	5.41	0.34	31.74	26.47	5.48	0.34	32.29

Industry Group.	31st December, 1959				31st December, 1960			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 27.95	\$ 7.48	\$ 5.28	\$ 40.71	\$ 28.23	\$ 7.82	\$ 5.42	\$ 41.47
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	27.70	6.62	0.16	34.48	28.00	6.80	0.22	35.02
Textiles, Clothing and Footwear . . . . .	27.65	5.38	0.15	33.18	27.79	6.09	0.16	34.04
Food, Drink and Tobacco . . . . .	27.55	6.24	0.18	33.97	28.16	6.88	0.18	35.22
Sawmilling, Furniture, etc. . . . .	27.64	5.84	0.03	33.51	28.14	6.42	0.06	34.62
Paper, Printing, etc. . . . .	27.67	8.78	0.05	36.50	28.23	9.62	0.07	37.92
Other Manufacturing . . . . .	27.68	5.60	0.30	33.58	28.25	6.14	0.33	34.72
All Manufacturing Groups . . . . .	(e)	(e)	(e)	34.18	28.12	6.75	0.18	35.05
Building and Construction . . . . .	27.60	6.34	0.44	34.38	28.34	6.74	0.67	35.75
Railway Services . . . . .	27.56	6.11	0.01	33.68	28.28	6.35	0.02	34.65
Road and Air Transport . . . . .	27.65	6.42	0.02	34.09	28.20	7.03	0.02	35.25
Shipping and Stevedoring(d) . . . . .	27.58	6.25	0.01	33.84	27.72	6.72	0.02	34.46
Communication . . . . .	27.60	10.24	0.52	38.36	27.60	10.38	0.51	38.49
Wholesale and Retail Trade . . . . .	27.61	6.23	0.28	34.12	28.26	7.18	0.27	35.71
Public Authority (n.e.i.) and Community and Business Services . . . . .	27.57	5.78	0.09	33.44	28.20	6.41	0.20	34.81
Amusement, Hotels, Personal Service, etc. . . . .	(e)	(e)	(e)	32.80	28.06	5.64	0.03	33.73
All Industry Groups(b) . . . . .	27.64	6.44	0.39	34.47	28.16	6.92	0.42	35.50

(a) See note (a) on page 254. (b) Excludes rural. (c) For mining, the wage rates include lead bonuses, etc. (d) See note (b) on page 256. (e) Components of total wage rate are not available.

NOTE.—For definitions of components and other explanations see page 64.

SECTION IV.—*continued.*

MINIMUM WEEKLY WAGE RATES(a): ADULT MALES  
 COMPONENTS OF TOTAL WAGE RATE—INDUSTRY GROUPS(b), AUSTRALIA—*continued.*

Industry Group	31st December, 1961				31st December, 1962			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 29.29	\$ 7.91	\$ 5.20	\$ 42.40	\$ 29.28	\$ 7.96	\$ 4.85	\$ 42.09
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	29.12	6.82	0.21	36.15	29.10	6.82	0.22	36.14
Textiles, Clothing and Footwear . . . . .	28.93	6.10	0.17	35.20	28.92	6.12	0.18	35.22
Food, Drink and Tobacco . . . . .	29.12	7.00	0.18	36.30	29.11	7.08	0.16	36.35
Sawmilling, Furniture, etc. . . . .	29.12	6.48	0.04	35.64	29.11	6.48	0.04	35.63
Paper, Printing, etc. . . . .	29.31	9.68	0.05	39.04	29.29	9.88	0.17	39.34
Other Manufacturing . . . . .	29.23	6.36	0.34	35.93	29.21	6.44	0.39	36.04
All Manufacturing Groups . . . . .	29.14	6.84	0.21	36.19	29.12	6.89	0.21	36.22
Building and Construction . . . . .	29.24	6.75	0.63	36.62	29.21	6.82	0.99	37.02
Railway Services . . . . .	29.15	6.41	0.21	35.77	29.12	6.43	0.23	35.78
Road and Air Transport . . . . .	29.22	7.09	0.02	36.33	29.19	7.21	0.02	36.42
Shipping and Stevedoring(d) . . . . .	28.87	6.74	0.01	35.62	28.86	6.75	0.01	35.62
Communication . . . . .	28.79	10.39	0.53	39.71	28.79	10.39	0.53	39.71
Wholesale and Retail Trade . . . . .	29.20	7.25	0.28	36.73	29.18	7.32	0.36	36.86
Public Authority (n.e.i.) and Community and Business Services . . . . .	29.15	6.38	0.25	35.78	29.12	6.42	0.27	35.81
Amusement, Hotels, Personal Service, etc. . . . .	29.08	5.70	0.04	34.82	29.07	5.75	0.03	34.85
All Industry Groups(b) ..	29.15	6.98	0.45	36.58	29.12	7.03	0.51	36.66

Industry Group.	31st December, 1963				31st December, 1964			
	Basic Wage.	Margin.	Load-ing.	Total Wage.	Basic Wage.	Margin.	Load-ing.	Total Wage.
Mining and Quarrying(c) ..	\$ 29.36	\$ 8.81	\$ 5.77	\$ 43.94	\$ 31.27	\$ 8.91	\$ 7.30	\$ 47.48
Manufacturing—								
Engineering, Metals, Vehicles, etc. . . . .	29.18	7.54	0.23	36.95	30.98	7.63	0.27	38.88
Textiles, Clothing and Footwear . . . . .	28.96	6.85	0.10	35.91	30.89	6.89	0.11	37.89
Food, Drink and Tobacco . . . . .	29.22	7.64	0.32	37.18	30.98	7.87	0.32	39.17
Sawmilling, Furniture, etc. . . . .	29.22	7.13	0.05	36.40	31.00	7.16	0.07	38.23
Paper, Printing, etc. . . . .	29.37	10.53	0.18	40.08	31.11	10.90	0.18	42.19
Other Manufacturing . . . . .	29.32	6.99	0.42	36.73	31.03	7.28	0.47	38.78
All Manufacturing Groups . . . . .	29.21	7.54	0.25	37.00	30.99	7.70	0.28	38.97
Building and Construction . . . . .	29.36	7.49	1.17	38.02	31.00	7.56	1.58	40.14
Railway Services . . . . .	29.29	7.17	0.27	36.73	30.94	7.21	0.31	38.46
Road and Air Transport . . . . .	29.33	7.78	0.02	37.13	31.00	8.03	0.02	39.05
Shipping and Stevedoring(d) . . . . .	28.89	7.95	0.02	36.86	30.83	7.98	0.04	38.85
Communication . . . . .	28.79	11.78	0.55	41.12	30.79	13.32	0.58	44.69
Wholesale and Retail Trade . . . . .	29.31	7.98	0.38	37.67	30.98	8.18	0.38	39.54
Public Authority (n.e.i.) and Community and Business Services . . . . .	29.26	7.17	0.30	36.73	30.95	7.59	0.30	38.84
Amusement, Hotels, Personal Service, etc. . . . .	29.15	6.42	0.03	35.60	30.96	6.52	0.04	37.52
All Industry Groups(b) ..	29.23	7.75	0.57	37.55	30.99	7.94	0.69	39.62

(a) See note (a) on page 254. (b) Excludes rural. (c) For mining, the wage rates include lead bonuses, etc. (d) See note (b) on page 256.  
 NOTE.—For definitions of components and other explanations see page 64.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM HOURLY WAGE RATES(*a*): ADULT MALES,  
ALL GROUPS.(*b*)*Rates of Wage (Cents).*

End of December—			New South Wales.	Victoria.	Queens- land.	South Australia.	Western Australia.	Tas- mania.	Australia.
1939	..	..	22.90	22.03	22.91	21.21	22.62	20.95	22.42
1940	..	..	23.75	22.92	23.04	22.26	23.40	21.86	23.21
1941	..	..	25.27	24.71	24.42	24.07	25.02	23.60	24.83
1942	..	..	27.34	26.89	25.86	26.19	26.59	25.44	26.80
1943	..	..	27.91	27.44	26.62	26.44	27.45	26.42	27.39
1944	..	..	27.93	27.46	26.92	26.37	27.30	26.32	27.43
1945	..	..	28.03	27.54	27.19	26.43	27.36	26.42	27.54
1946	..	..	30.12	29.57	29.18	28.27	27.96	28.47	29.49
1947	..	..	34.70	32.13	31.04	31.48	31.18	31.15	32.80
1948	..	..	40.14	38.99	38.33	38.07	38.16	37.82	39.18
1949	..	..	42.94	42.15	41.35	41.17	42.21	41.08	42.22
1950	..	..	51.63	50.48	48.83	49.53	50.29	49.52	50.58
1951	..	..	62.69	60.17	57.51	59.07	60.60	59.64	60.72
1952	..	..	70.19	67.70	64.63	67.82	69.15	68.18	68.40
1953	..	..	72.01	69.72	66.17	68.47	71.22	71.02	70.18
1954	..	..	73.53	71.32	68.99	70.52	72.09	72.17	71.88
1955	..	..	76.57	74.06	71.02	71.40	75.42	73.71	74.47
1956	..	..	80.89	77.49	75.79	74.16	78.52	78.71	78.41
1957	..	..	81.31	79.08	76.10	76.81	80.72	79.79	79.47
1958	..	..	82.50	80.02	79.54	78.16	81.31	81.04	80.87
1959	..	..	87.73	86.12	83.62	85.07	85.47	86.98	86.29
1960	..	..	90.91	87.57	87.79	85.61	89.89	88.08	88.92
1961	..	..	93.57	90.63	90.04	88.72	91.27	90.86	91.59
1962	..	..	93.62	91.01	90.00	89.23	91.77	91.42	91.80
1963	..	..	95.87	93.09	92.59	91.07	94.09	93.40	94.01
1964	..	..	100.77	98.74	98.13	96.77	97.37	99.37	99.20

(a) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

(b) Excludes rural.

SECTION IV.—*continued.*WEIGHTED AVERAGE MINIMUM HOURLY WAGE RATE INDEX NUMBERS:  
ADULT MALES, ALL GROUPS.(a)

(Base: Weighted Average Hourly Wage Rate for Australia, 1954 = 100.)

End of December—			New South Wales.	Victoria.	Queens- land.	South Australia.	Western Australia.	Tas- mania.	Australia.
1939	..	..	32.4	31.1	32.4	30.0	32.0	29.6	31.7
1940	..	..	33.6	32.4	32.6	31.5	33.1	30.9	32.8
1941	..	..	35.7	34.9	34.5	34.0	35.4	33.4	35.1
1942	..	..	38.6	38.0	36.5	37.0	37.6	36.0	37.9
1943	..	..	39.4	38.8	37.6	37.4	38.8	37.3	38.7
1944	..	..	39.5	38.8	38.1	37.3	38.6	37.2	38.8
1945	..	..	39.6	38.9	38.4	37.4	38.7	37.3	38.9
1946	..	..	42.6	41.8	41.2	40.0	39.5	40.2	41.7
1947	..	..	49.0	45.4	43.9	44.5	44.1	44.0	46.4
1948	..	..	56.7	55.1	54.2	53.8	53.9	53.5	55.4
1949	..	..	60.7	59.6	58.4	58.2	59.7	58.1	59.7
1950	..	..	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1951	..	..	88.6	85.1	81.3	83.5	85.7	84.3	85.8
1952	..	..	99.2	95.7	91.4	95.9	97.7	96.4	96.7
1953	..	..	101.8	98.5	93.5	96.8	100.7	100.4	99.2
1954	..	..	103.9	100.8	97.5	99.7	101.9	102.0	101.6
1955	..	..	108.2	104.7	100.4	100.9	106.6	104.2	105.3
1956	..	..	114.3	109.5	107.1	104.8	111.0	111.2	110.8
1957	..	..	114.9	111.8	107.6	108.6	114.1	112.8	112.3
1958	..	..	116.6	113.1	112.4	110.5	114.9	114.5	114.3
1959	..	..	124.0	121.7	118.2	120.2	120.8	122.9	122.0
1960	..	..	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1961	..	..	132.3	128.1	127.3	125.4	129.0	128.4	129.5
1962	..	..	132.3	128.6	127.2	126.1	129.7	129.2	129.8
1963	..	..	135.5	131.6	130.9	128.7	133.0	132.0	132.9
1964	..	..	142.4	139.6	138.7	136.8	137.6	140.4	140.2

(a) Excludes rural.

## SECTION V.

## WEIGHTED AVERAGE MINIMUM WAGE RATES: ADULT FEMALES.

NOTE.—The wage rates shown in the tables in this section are weighted average minimum rates. The weekly rates are those payable for a full week's work (excluding overtime), as prescribed in awards, determinations and agreements.

For an explanation of the methods by which the data for the indexes of minimum wage rates were obtained and of the system of weighting, see page 60.

Minimum weekly rates and index numbers for adult females at the end of each quarter from March, 1951 to June, 1965, are published in *Minimum Wage Rates, March, 1939 to June, 1965*.

## WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES(a): ADULT FEMALES, ALL GROUPS.

End of December—	New South Wales.	Victoria.	Queensland.	South Australia.	Western Australia.	Tasmania.	Australia.
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## RATES OF WAGE.(b)

	\$	\$	\$	\$	\$	\$	\$
1951 .. ..	17.23	17.22	16.12	17.02	16.25	16.56	17.03
1952 .. ..	19.52	19.58	18.34	19.68	18.49	18.92	19.36
1953 .. ..	20.05	20.13	18.82	19.91	19.02	19.72	19.88
1954 .. ..	20.12	20.08	19.04	19.99	19.04	19.76	19.92
1955 .. ..	20.97	21.04	19.42	20.18	19.78	20.00	20.69
1956 .. ..	22.14	22.02	20.29	20.92	20.62	21.52	21.72
1957 .. ..	22.37	22.50	20.61	21.95	21.24	21.90	22.12
1958 .. ..	22.90	22.75	21.52	22.38	21.41	22.12	22.57
1959 .. ..	24.92	24.12	22.97	23.92	22.41	23.42	24.22
1960 .. ..	26.12	24.66	23.93	24.29	25.12	23.88	25.17
1961 .. ..	26.92	25.66	25.55	25.20	25.66	24.82	26.12
1962 .. ..	26.91	25.67	25.58	25.23	26.22	24.83	26.15
1963 .. ..	27.61	26.08	26.17	25.52	26.65	25.21	26.69
1964 .. ..	29.22	27.66	28.15	27.27	27.70	27.02	28.32

## INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100)

1951 .. ..	86.6	86.5	81.0	85.5	81.6	83.2	85.6
1952 .. ..	98.0	98.3	92.1	98.8	92.9	95.0	97.2
1953 .. ..	100.7	101.1	94.5	100.0	95.5	99.0	99.8
1954 .. ..	101.1	100.8	95.6	100.4	95.6	99.2	100.0
1955 .. ..	105.3	105.7	97.6	101.3	99.3	100.5	103.9
1956 .. ..	111.2	110.6	101.9	105.1	103.6	108.1	109.1
1957 .. ..	112.4	113.0	103.5	110.3	106.7	110.0	111.1
1958 .. ..	115.0	114.3	108.1	112.4	107.5	111.1	113.4
1959 .. ..	125.2	121.2	115.4	120.1	112.6	117.7	121.6
1960 .. ..	131.2	123.9	120.2	122.0	126.2	120.0	126.4
1961 .. ..	135.2	128.9	128.3	126.6	128.9	124.7	131.2
1962 .. ..	135.2	128.9	128.5	126.7	131.7	124.7	131.4
1963 .. ..	138.7	131.0	131.4	128.2	133.9	126.6	134.1
1964 .. ..	146.8	138.9	141.4	137.0	139.1	135.7	142.3

(a) Excludes Rural Industry, Mining and Quarrying, and Building and Construction. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

SECTION V.—*continued.*WEIGHTED AVERAGE MINIMUM WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS<sup>(a)</sup>, AUSTRALIA.

(See Note at top of page 272.)

Industry Group.	End of December—											
	1953.	1954.	1955.	1956.	1957.	1958.	1959.	1960.	1961.	1962.	1963.	1964.
RATES OF WAGE. <sup>(b)</sup>												
Engineering, Metals, Vehicles, etc. ..	\$ 20.06	\$ 20.10	\$ 20.65	\$ 21.69	\$ 22.08	\$ 22.53	\$ 24.13	\$ 24.98	\$ 25.84	\$ 25.83	\$ 26.16	\$ 28.08
Textiles, Clothing and Footwear ..	19.88	19.88	20.09	20.89	21.73	22.10	23.72	24.07	24.95	24.95	25.29	26.83
Food, Drink and Tobacco ..	19.45	19.45	20.68	21.37	21.59	22.02	23.60	24.63	25.60	25.59	25.92	27.58
Other Manufacturing ..	19.76	19.77	20.36	21.46	21.77	22.24	23.84	24.80	25.72	25.77	26.10	27.84
All Manufacturing Groups ..	19.82	19.83	20.33	21.22	21.78	22.20	23.81	24.46	25.37	25.37	25.70	27.37
Transport and Communication ..	20.64	20.85	21.38	22.37	22.82	23.22	25.52	26.02	26.96	26.98	27.63	29.54
Wholesale and Retail Trade ..	19.96	19.94	21.30	22.55	22.72	23.22	24.80	26.36	27.38	27.42	28.10	29.58
Public Authority (n.e.i.) and Community and Business Services ..	19.91	20.14	20.97	22.20	22.46	22.80	24.53	25.78	26.65	26.73	28.01	29.74
Amusement, Hotels, Personal Service, etc.	19.48	19.53	20.17	21.22	21.56	22.09	23.67	24.50	25.46	25.45	25.95	27.48
All Industry Groups ..	19.88	19.92	20.69	21.72	22.12	22.57	24.22	25.17	26.12	26.15	26.69	28.32

## INDEX NUMBERS.

(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100.)

Engineering, Metals, Vehicles, etc. ..	100.8	101.0	103.7	109.0	110.9	113.2	121.2	125.5	129.8	129.8	131.4	141.1
Textiles, Clothing and Footwear ..	99.8	99.8	100.9	104.9	109.2	111.0	119.2	120.9	125.3	125.3	127.0	134.8
Food, Drink and Tobacco ..	97.7	97.7	103.9	107.3	108.5	110.6	118.5	123.7	128.6	128.6	130.2	138.5
Other Manufacturing ..	99.2	99.3	102.3	107.8	109.3	111.7	119.8	124.6	129.2	129.4	131.1	139.9
All Manufacturing Groups ..	99.6	99.6	102.1	106.6	109.4	111.5	119.6	122.9	127.4	127.4	129.1	137.5
Transport and Communication ..	103.7	104.7	107.4	112.4	114.7	116.7	128.2	130.7	135.4	135.5	138.8	148.4
Wholesale and Retail Trade ..	100.3	100.2	107.0	113.3	114.1	116.6	124.6	132.4	137.5	137.8	141.1	148.6
Public Authority (n.e.i.) and Community and Business Services ..	100.0	101.2	105.3	111.5	112.8	114.5	123.2	129.5	133.9	134.3	140.7	149.4
Amusement, Hotels, Personal Service, etc.	97.9	98.1	101.3	106.6	108.3	111.0	118.9	123.1	127.9	127.8	130.3	138.0
All Industry Groups ..	99.8	100.0	103.9	109.1	111.1	113.4	121.6	126.4	131.2	131.4	134.1	142.3

For footnotes see page 272.

SECTION V.—*continued.*WEIGHTED AVERAGE MINIMUM HOURLY WAGE RATES(*a*): ADULT FEMALES,  
ALL GROUPS.

End of December—	New South Wales.	Victoria.	Queens- land.	South Australia.	Western Australia.	Tas- mania.	Australia.
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RATES OF WAGE (CENTS).(*b*)

1951	..	..	43.58	43.25	40.60	42.81	40.85	41.86	42.92
1952	..	..	49.36	49.17	46.20	49.47	46.48	47.82	48.78
1953	..	..	50.72	50.57	47.40	50.06	47.81	49.84	50.10
1954	..	..	50.91	50.42	47.97	50.27	47.87	49.94	50.21
1955	..	..	53.04	52.86	48.93	50.73	49.71	50.56	52.16
1956	..	..	56.02	55.32	51.12	52.62	51.85	54.41	54.77
1957	..	..	56.58	56.52	51.91	55.19	53.40	55.36	55.77
1958	..	..	57.93	57.15	54.22	56.26	53.82	55.92	56.88
1959	..	..	63.05	60.60	57.85	60.14	56.31	59.22	61.05
1960	..	..	66.09	61.94	60.28	61.08	63.14	60.37	63.44
1961	..	..	68.09	64.45	64.36	63.37	64.50	62.75	65.83
1962	..	..	68.07	64.47	64.42	63.45	65.91	62.77	65.92
1963	..	..	69.84	65.50	65.91	64.16	66.99	63.61	67.28
1964	..	..	73.91	69.47	70.91	68.56	69.63	68.19	71.40

## INDEX NUMBERS

(Base: Weighted Average Hourly Wage Rate for Australia, 1954 = 100.)

1951	..	..	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1952	..	..	98.4	98.0	92.1	98.6	92.6	95.3	97.2
1953	..	..	101.1	100.8	94.5	99.8	95.3	99.3	99.9
1954	..	..	101.5	100.5	95.6	100.2	95.4	99.5	100.1
1955	..	..	105.7	105.3	97.5	101.1	99.1	100.8	104.0
1956	..	..	111.6	110.3	101.9	104.9	103.3	108.4	109.2
1957	..	..	112.3	112.6	103.5	110.0	106.4	110.3	111.2
1958	..	..	115.5	113.9	108.1	112.1	107.3	111.5	113.4
1959	..	..	125.7	120.8	115.3	119.9	112.2	118.0	121.7
1960	..	..	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1961	..	..	135.7	128.5	128.3	126.3	128.5	125.1	131.2
1962	..	..	135.7	128.5	128.4	126.5	131.4	125.1	131.4
1963	..	..	139.2	130.5	131.4	127.9	133.5	126.8	134.1
1964	..	..	147.3	138.5	141.3	136.6	138.8	135.9	142.3

(*a*) Excludes rural; mining and quarrying; and building and construction. (*b*) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

## SECTION VI.

## AVERAGE WEEKLY EARNINGS.

NOTE.—The figures shown in the tables in this section are derived from particulars of employment and of wages and salaries recorded on Pay-roll Tax returns, from other direct collections and from estimates of the unrecorded balance. Pay of members of the defence forces is not included. The money amounts are not seasonally adjusted. Seasonally adjusted quarterly indexes of average earnings are shown in the table on page 278.

## AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT.(a)

(\$)

Period.			N.S.W. (b)	Vic.	Qld.	S.A. (c)	W.A.	Tas.	Aust.
1954-55	..	..	35.40	35.30	31.20	33.80	32.30	33.20	34.30
1955-56	..	..	37.90	37.80	33.00	35.90	33.90	35.60	36.70
1956-57	..	..	39.90	39.60	34.80	36.70	35.00	37.70	38.40
1957-58	..	..	41.00	40.70	35.70	37.70	36.20	38.30	39.50
1958-59	..	..	42.30	42.00	37.20	38.60	36.60	39.20	40.70
1959-60	..	..	45.70	45.50	39.40	41.80	39.20	41.90	43.90
1960-61	..	..	48.10	47.20	41.60	43.40	41.60	43.30	46.00
1961-62	..	..	49.10	48.50	43.20	44.70	43.00	45.30	47.20
1962-63	..	..	50.20	50.10	44.40	45.80	44.20	45.90	48.40
1963-64	..	..	52.60	52.50	46.70	48.10	47.20	48.60	50.90
1964-65	..	..	56.60	56.30	50.40	51.70	49.30	50.80	54.60
1954—									
September	Quarter		34.50	34.60	30.90	33.30	32.40	31.40	33.70
December	"		36.60	36.20	32.60	34.20	32.80	32.80	35.30
1955—									
March	"		33.50	33.60	29.20	32.50	30.90	32.50	32.60
June	"		36.80	36.90	32.00	35.10	33.00	36.00	35.70
September	"		37.20	36.90	32.60	35.80	33.50	34.40	36.00
December	"		39.40	38.80	34.10	36.60	34.80	35.40	37.80
1956—									
March	"		36.40	36.10	31.30	34.40	33.30	34.70	35.20
June	"		38.80	39.50	33.80	36.60	34.00	37.80	37.70
September	"		39.00	39.10	34.30	36.60	35.40	36.40	37.80
December	"		41.70	41.10	36.90	37.80	35.20	38.30	40.00
1957—									
March	"		38.30	37.80	32.90	35.20	34.00	37.00	36.80
June	"		40.70	40.50	35.20	37.20	35.50	39.20	39.10
September	"		40.40	40.20	35.50	37.60	36.80	36.70	39.10
December	"		43.00	42.80	37.70	38.90	37.00	38.70	41.30

For footnotes see page 276.



SECTION VI.—*continued.*AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a)—*continued.*  
(\$)

Period.		N.S.W. (b)	Vic.	Qld.	S.A. (c)	W.A.	Tas.	Aust.
1958—								
March	Quarter	38.90	38.50	33.40	36.30	34.30	37.50	37.50
June	"	41.50	41.30	36.30	37.90	36.70	40.20	40.00
September	"	41.90	41.50	37.10	38.70	37.20	37.90	40.40
December	"	44.40	44.20	39.40	40.20	38.20	41.20	42.80
1959—								
March	"	39.90	39.40	35.00	36.70	34.10	37.60	38.40
June	"	42.80	42.70	37.50	38.80	36.90	40.30	41.20
September	"	44.10	44.20	39.20	41.20	38.60	40.20	42.70
December	"	47.10	46.40	40.60	42.20	40.00	42.30	44.90
1960—								
March	"	43.70	43.90	37.80	40.80	37.70	40.70	42.20
June	"	47.80	47.30	40.10	43.10	40.50	44.50	45.60
September	"	47.40	47.00	41.70	43.30	41.50	41.90	45.60
December	"	50.40	49.40	43.30	44.80	42.60	44.20	47.90
1961—								
March	"	45.80	45.10	39.10	42.00	39.50	42.50	43.80
June	"	49.00	47.20	42.20	43.30	42.60	44.70	46.50
September	"	48.00	47.70	43.20	44.00	42.60	43.00	46.40
December	"	51.30	50.20	44.90	45.80	43.90	45.80	49.00
1962—								
March	"	46.70	46.80	41.00	43.40	41.70	44.50	45.30
June	"	50.40	49.40	43.80	45.70	43.70	47.80	48.30
September	"	48.90	48.90	44.30	45.30	44.10	44.90	47.50
December	"	52.50	51.30	46.50	47.40	45.30	45.90	50.20
1963—								
March	"	47.70	48.30	41.80	44.50	42.60	44.50	46.40
June	"	51.50	51.90	44.80	46.00	45.00	48.30	49.70
September	"	50.70	51.00	45.50	46.70	46.60	46.50	49.30
December	"	55.40	55.90	49.00	50.20	49.80	50.80	53.70
1964—								
March	"	50.00	49.70	44.40	46.40	44.80	47.30	48.40
June	"	54.20	53.30	47.80	49.00	47.60	49.60	52.00
September	"	55.00	55.40	49.40	51.90	47.80	49.90	53.40
December	"	59.30	58.50	52.50	53.10	51.50	50.90	56.80
1965—								
March	"	54.10	53.90	47.70	49.80	46.20	50.00	52.10
June	"	57.80	57.40	52.10	52.20	51.50	52.40	55.80
September	"	58.20	59.00	52.60	54.30	52.70	50.90	56.70
December	"	60.20	61.20	55.30	55.00	55.10	56.80	58.90

(a) Total wages and salaries, etc., divided by total civilian employment expressed in male units. The total of wages and salaries includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the periods specified, etc. Male units represent total male employment plus a proportion of female employment based on the approximate ratio of female to male earnings. As it was not possible to estimate the ratio of female to male earnings in the several States, the same ratio has been used for each State. Because the actual ratio may vary between States, precise comparisons between average earnings in different States cannot be made on the basis of the figures above. (b) Includes the Australian Capital Territory. (c) Includes the Northern Territory.

NOTE—Quarterly figures are affected by seasonal influences. Comparisons as to trend are generally best made by relating complete years or corresponding periods of incomplete years. However, from December quarter, 1963, comparisons with corresponding quarters of earlier years are affected by additional prepayments arising from extensions of annual leave from two to three weeks.

SECTION VI.—*continued.*

## AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a): AUSTRALIA.

NOTE.—The figures in this table are based partly on the employment estimates shown on page 196. As detailed revision of those estimates at the State level is impracticable, particulars of average earnings in each State, corresponding to those shown below for Australia, are not available.

			\$				\$
1947-48	..	..	15.60	1950—March	Quarter	..	18.80
1948-49	..	..	17.70	June	..	..	20.50
1949-50	..	..	19.40	September	..	..	21.00
1950-51	..	..	23.20	December	..	..	22.90
1951-52	..	..	28.40				
1952-53	..	..	31.00	1951—March	..	..	23.00
1953-54	..	..	32.70	June	..	..	25.80
				September	..	..	26.70
1947—September Quarter	..	..	14.80	December	..	..	29.20
December	..	..	16.10				
1948—March	..	..	15.00	1952—March	..	..	27.70
June	..	..	16.60	June	..	..	30.00
September	..	..	17.10	September	..	..	30.40
December	..	..	18.30	December	..	..	32.50
1949—March	..	..	16.80				
June	..	..	18.70	1953—March	..	..	29.50
September	..	..	18.40	June	..	..	31.70
December	..	..	20.00	September	..	..	32.20
				December	..	..	34.00
				1954—March	..	..	31.20
				June	..	..	33.20

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the periods specified, etc. See explanatory notes on page 276.

NOTE.—Quarterly figures are affected by seasonal influences. Comparisons as to trend are generally best made for complete years or corresponding periods of incomplete years.

SECTION VI.—*continued.*

## INDEXES OF AVERAGE WEEKLY EARNINGS(a): AUSTRALIA.

SEASONALLY ADJUSTED.

(Base of each Index: Year 1953-54 = 100.)

Period.		All Industries.(b)	Manufacturing.(c)	Period.		All Industries.(b)	Manufacturing.(c)
1954-55	.. ..	105.1	106.9	1959—March	Qtr. ..	124.0	125.4
1955-56	.. ..	112.3	113.8	June	.. ..	125.5	126.8
1956-57	.. ..	117.7	118.3	Sept.	.. ..	130.3	131.8
1957-58	.. ..	120.8	122.0	Dec.	.. ..	131.6	132.7
1958-59	.. ..	124.5	125.6	1960—March	.. ..	136.4	137.5
1959-60	.. ..	134.3	135.4	June	.. ..	138.9	139.5
1960-61	.. ..	140.6	141.1	Sept.	.. ..	139.0	140.2
1961-62	.. ..	144.7	143.4	Dec.	.. ..	140.4	141.7
1962-63	.. ..	148.3	147.7	1961—March	.. ..	141.5	142.4
1963-64	.. ..	155.7	154.8	June	.. ..	141.7	140.2
1964-65	.. ..	167.1	167.1	Sept.	.. ..	141.7	140.9
1954—Sept.	Qtr. ..	102.7	104.9	Dec.	.. ..	143.4	142.8
Dec.	.. ..	103.5	105.1	1962—March	.. ..	146.2	144.4
1955—March	.. ..	105.5	107.1	June	.. ..	147.3	145.4
June	.. ..	108.8	110.6	Sept.	.. ..	145.3	146.4
Sept.	.. ..	109.9	111.9	Dec.	.. ..	146.9	146.3
Dec.	.. ..	110.7	113.2	1963—March	.. ..	149.7	149.3
1956—March	.. ..	113.8	114.3	June	.. ..	151.3	148.8
June	.. ..	114.9	115.7	Sept.	.. ..	150.9	151.4
Sept.	.. ..	115.5	116.6	Dec.	.. ..	155.4	152.8
Dec.	.. ..	117.0	117.8	1964—March	.. ..	157.8	156.9
1957—March	.. ..	118.9	118.5	June	.. ..	158.7	158.2
June	.. ..	119.2	120.2	Sept.	.. ..	163.3	165.3
Sept.	.. ..	119.2	119.8	Dec.	.. ..	165.1	164.2
Dec.	.. ..	120.9	122.1	1965—March	.. ..	169.4	168.4
1958—March	.. ..	121.2	122.3	June	.. ..	170.4	170.4
June	.. ..	121.9	123.6	Sept.	.. ..	172.9	172.0
Sept.	.. ..	123.2	124.2	Dec.	.. ..	173.3	172.5
Dec.	.. ..	125.2	126.0				

(a) See explanatory notes on page 276.

(b) Average earnings per employed male unit. Based on Pay-roll Tax returns and other data.

(c) The index for manufacturing industries for the years 1954-55 to 1964-65 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual Factory Censuses. The figures for periods subsequent to June, 1965, are interim estimates based on Pay-roll Tax returns and are subject to revision when the Factory Census for 1965-66 is tabulated.

NOTE.—The index numbers for "All Industries" and "Manufacturing" show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups.

## SECTION VII.

## MINIMUM RATES OF WAGE—ADULT MALES: 31st DECEMBER, 1964.

*Minimum rates of wage for the main occupations in each State for a full week's work (excluding overtime).*

NOTE.—The wage rates in this section have been taken from awards, determinations and agreements of industrial tribunals, and in some cases from unregistered agreements. The occupations shown are broadly representative of the occupations in the various industries in each State but they are not necessarily included in the Minimum Wage Rate Index. Rates shown are generally those payable in the capital cities and this has been indicated by showing the names of the capital cities at the head of the columns. Where rates other than those for capital cities have been quoted, column headings have been changed to show the names of the several States.

For some occupations more than one wage rate is quoted, indicating that there were different classes or grades of work or that different rates were payable according to locality. Where only two rates are specified, they are shown in the form “\$32.80 & \$33.80”. In other cases the rates are shown in the form “\$31.90 to \$36.70”, indicating that, in addition to the two rates specified, certain intermediate rates were also prescribed.

In the majority of cases, the rates shown are those payable for a full week's work (excluding overtime). Where it was not possible to quote such rates, hourly, daily or monthly rates are shown. For most occupations the hours constituting a full week's work (excluding overtime) are 40; where the hours prescribed differ from 40 they are shown in footnotes to the tables.

The wage rates and hours of work shown in this section have been compiled for statistical purposes only, and any inquiries regarding actual rates payable for particular occupations should be addressed to the appropriate industrial tribunal.

Industry and Occupation.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.
	\$	\$	\$	\$	\$	\$

## PRIMARY PRODUCTION.

<i>Dairying—</i>						
General hand .. ..	35.85 & 36.70	*34.95	..	..	..	<sup>1</sup> 33.15 to 34.25
<i>Farming, general—</i>						
General hand .. ..	<sup>1</sup> 33.90	<sup>1</sup> 33.55	..	..	33.57	<sup>1</sup> 33.15 to 34.25
<i>Forestry—</i>						
Axeman .. ..	38.10 & 39.20	36.70 & 40.10	34.70 & 36.85	34.80	33.22 & 36.42	37.40 & 40.80
General forestry worker ..	36.50	35.90	34.05	33.55	34.62	36.60
General nursery hand ..	36.50	35.90	34.20	33.55	33.62	36.60
Propagator .. ..	37.00	37.50	..	33.95	..	38.20
<i>Fruit and grape growing and picking—</i>						
Labourer, picker .. ..	*32.65 to 35.30	*32.45 to 34.50	34.65	<sup>1</sup> 32.25 & 32.65	..	<sup>1</sup> 33.15
Packer .. ..	*34.20 to 35.30	*34.00 to 34.50	..	<sup>1</sup> 33.80 & 34.20	34.37	<sup>1</sup> 34.70
Pruner .. ..	*34.25 to 35.30	*34.05 to 34.50	35.72	<sup>1</sup> 33.85 & 34.25	..	<sup>1</sup> 34.75

(1) 44 hours.

(2) 48 hours.

(3) 44 hours to 40 hours.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.
	\$	\$	\$	\$	\$	\$

PRIMARY PRODUCTION—*continued.*

<i>Grazing—</i>						
General station hand(a) ..	135.10	135.10	132.35	135.10	135.10	135.10
Shearer—Per 100 flock sheep(b)	17.25	17.25	17.42	17.25	17.25	17.25
Shed hand(d) ..	53.40	53.40	55.35	53.40	53.40	53.40
Wool presser(b) ..	59.82	59.82	61.33	59.82	59.82	59.82
<i>Sugar growing and harvesting—</i>						
Cane cutter (per day) ..	7.60	..	8.90 to 9.13	..	..	..
Field worker ..	34.30	..	39.75 to 40.80	..	..	..
<i>Timber getting—</i>						
Faller ..	39.55	38.75	34.70	38.35	39.17	39.45
Tractor driver ..	40.05	38.60	..	38.20	36.17 to 40.67	39.30

## MINING AND QUARRYING.

<i>Coal mining(c)—</i>						
Carpenter ..	45.85	45.05	40.90 to 42.50	..	..	43.30
Deputy ..	50.95	47.45	46.45 to 48.05	..	52.02	48.85
Electrical fitter ..	46.00	45.20	43.50	..	46.99	45.90
Fitter or turner ..	45.50	44.70	43.00	..	46.99	45.40
Labourer ..	37.95	37.30	35.45 to 37.05	..	35.74	37.85
<i>Miner—</i>						
Machine ..	46.25	(d)	43.75 to 45.35	(e) 50.90 to 54.15	45.89	46.15
Manual (dry work) ..	43.30	41.50	40.80 to 42.40	..	40.42	43.20
Screen hand ..	37.95	..	..	..	36.63	..
<i>Shiftman—</i>						
1st class ..	43.30	41.50	40.80 to 42.40	..	40.42	43.20
2nd class ..	37.95 & 38.80	..	..	..	..	39.80
Wheeler ..	38.45 & 38.80	39.15	35.95 to 37.55	..	38.13	38.35
<i>Metalliferous mining—</i>						
Fitter ..	(f) 74.67	(g)	(h) 61.10	(j)	(g)(k) 43.97	(f) 46.10
Labourer ..	66.04	32.95	53.43	31.18	33.98	36.85
Miner ..	69.67	37.10	54.98	35.40	42.15	40.70
Mullocker ..	66.04	34.20	53.46	..	34.65	38.10
Timberman ..	70.88	37.60	55.21	..	39.86	40.35
Trucker ..	66.04	34.20	53.46	..	34.65	38.10
<i>Quarrying—</i>						
Hammerman ..	40.50 & 40.94	40.60	35.10	36.80	35.17	37.15
Labourer ..	36.80 & 39.98	37.30	34.10	35.85	33.07	35.45
Powder monkey ..	41.18 & 41.98	41.90	36.35	38.40	37.27	38.45
Spaller ..	40.17 & 41.28	39.20	34.85	35.85	35.17	37.15

(a) Without keep. (h) Shearers' and woolpressers' hours are 40 a week; shed hands' hours are the same as shearers', with such additional time as may be necessary to finish picking up fleeces, etc. Should the time engaged picking up, etc., exceed 30 minutes a day, all time thereafter shall be paid as overtime. Rates shown are "not found" rates. "Found" rates are \$10 a week less, except in Queensland, where they are \$10.32 less. (c) An additional amount for attendance allowance is payable for each full fortnightly pay-period worked. (d) Piece work rates. (e) Open-cut mining (dragline and shovel operator. (f) Silver-lead-zinc mining. Includes lead bonus. (g) Gold mining. (h) Copper mining. Includes bonus. (j) Iron ore mining. (k) Excludes district allowance.

(1) 44 hours. (2) No limitation of hours prescribed. (3) 37½ hours. (4) 35 hours.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
ENGINEERING, METALS, VEHICLES, ETC.						
<i>Agricultural implements—</i>						
Agricultural fitter .. ..	42.10	36.30 to 41.30	39.60	35.90 to 40.90	37.47 & 38.12	42.00
Assembler .. ..	37.85	34.20 & 35.70	35.35	33.80 & 35.30	34.62 & 36.02	37.75
<i>Machinist—</i>						
1st class .. ..	42.10	41.30	39.60	40.90	41.72	42.00
2nd class .. ..	38.50	37.70	36.00	37.30	38.12	38.40
3rd class .. ..	36.50	35.70	34.00	35.30	36.12	36.40
Process worker .. ..	34.60	33.80	32.10	33.40	33.97	34.50
<i>Aircraft workshops—</i>						
Assembler .. ..	35.75 to 42.10	34.95 to 41.30	33.25 to 39.60	34.55 to 40.90	35.05 to 41.40	..
Checker .. ..	46.25	45.45	43.75	45.05	45.55	..
Fitter and/or turner .. ..	42.10	41.30	39.60	40.90	41.40	..
Ground engineer .. ..	42.10 to 47.40	41.30 to 46.60	39.60 to 44.90	40.90 to 46.20	41.40 to 46.70	..
Machinist, 1st class .. ..	42.10	41.30	39.60	40.90	41.40	..
Toolmaker .. ..	44.20	43.40	41.70	43.00	43.50	..
<i>Engineering—General—</i>						
Boilermaker .. ..	42.10	41.30	41.85	40.90	41.72	42.00
Dresser and grinder .. ..	35.75 & 36.05	34.95 & 35.25	36.50	34.55 & 34.85	35.02	35.65 & 35.95
Electrical fitter .. ..	42.10	41.30	42.22	40.90	41.72	42.00
Fitter or turner .. ..	42.10	41.30	41.85	40.90	41.72	42.00
Jobbing moulder .. ..	42.10	41.30	41.85	40.90	41.72	42.00
Labourer .. ..	32.75	31.95	34.93	31.55	31.12	32.65
<i>Machinist—</i>						
1st class .. ..	42.10	41.30	39.60	40.90	41.72	42.00
2nd class .. ..	38.50	37.70	36.00	37.30	38.12	38.40
3rd class .. ..	36.50	35.70	34.00	35.30	36.12	36.40
Motor mechanic .. ..	42.10	41.30	41.85	40.90	41.72	42.00
Process worker .. ..	34.60	33.80	32.10	33.40	33.97	34.50
<i>Sheet metal worker—</i>						
1st class .. ..	42.10	41.30	41.85	40.90	41.72	42.00
2nd class .. ..	38.50	37.70	38.05	37.30	38.12	38.40
Storeman .. ..	37.30	36.50	34.80	36.10	34.37	37.20
Toolmaker .. ..	44.20	43.40	43.55	43.00	43.82	44.10
Tradesman's assistant .. ..	34.75	33.95	36.05	33.55	34.37	34.65
Welder, 1st class .. ..	42.10	41.30	42.70	40.90	41.72	42.00
<i>Iron and steel—</i>						
<i>Blast furnace—</i>	(a)			(b)		
Cast house labourer .. ..	35.50	..	..	35.30	..	..
Founder or keeper .. ..	42.60	..	..	41.90	..	..
General labourer .. ..	34.30	..	..	33.60	..	..
Pig machine hand .. ..	35.50	..	..	34.80	..	..
<i>Coke oven—</i>						
Screen hand .. ..	37.00	..	..	..	..	..
<i>Open hearth—</i>						
<i>Casting—</i>						
Labourer .. ..	34.30 to 35.50	..	..	..	..	..
Ladleman, 1st class .. ..	40.30	..	..	..	..	..
Melting helper .. ..	37.00 to 43.50	..	..	..	..	..
<i>Rolling mill—</i>						
<i>Bloom mill—</i>						
Heater .. ..	40.90	..	..	..	..	..
Labourer .. ..	34.30	..	..	..	..	..
<i>Merchant mill—</i>					(c)	
Continuous furnace hand .. ..	34.70 to 41.70	..	..	..	34.32 & 35.12	..
Mill operative .. ..	39.30	..	..	..	38.92	..

(a) Industry located at Newcastle and Port Kembla.

(b) Industry located at Whyalla.

(c) Industry located at Kwinana.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
ENGINEERING, METALS, VEHICLES, ETC.— <i>continued.</i>						
<i>Motor Vehicle Manufacture—</i>						
Assembler .. ..	36.80 to 42.10	36.00 to 41.30	34.30 to 39.60	35.60 to 40.90	35.02	36.70 to 42.00
Bodymaker, 1st class ..	42.10	41.30	39.60	40.90	41.72	42.00
Machinist, 2nd class ..	38.50	37.70	36.00	37.30	..	38.40
Motor mechanic .. ..	42.10	41.30	39.60	40.90	..	42.00
Panel beater .. ..	42.10	41.30	39.60	40.90	41.72	42.00
Process worker .. ..	34.60	33.80	32.10	33.40	..	34.50
Spray painter .. ..	35.55 to 41.05	34.75 to 40.25	33.05 to 38.55	34.35 to 39.85	40.67	35.45 to 40.95
Storeman .. ..	38.20	37.40	35.70	37.00	34.37	38.10
Toolmaker .. ..	44.20	43.40	41.70	43.00	..	44.10
Trimmer .. ..	38.50 to 42.10	37.70 to 41.30	36.00 to 39.60	37.30 to 40.90	40.67	38.40 to 42.00
Welder, 2nd class .. ..	41.35	40.55	38.85	40.15	36.12	41.25
Wet rubber and polisher ..	38.50	37.70	36.00	37.30	..	38.40
<i>Railway workshops—</i>						
Boilermaker .. ..	44.65 & 45.70	41.30 & 43.40	43.50	42.30 to 45.50	43.22	43.95 to 45.95
Car and wagon builder ..	44.25	41.80	43.50	40.90	43.72	43.60
Car cleaner .. ..	34.85	33.60	35.33	33.75	33.62 & 34.47	34.60
Electrical Fitter .. ..	44.65 to 45.70	41.30 & 42.95	43.90	42.30 to 45.20	43.22	43.95
Fitter or turner .. ..	44.65	41.30	36.92 to 44.20	42.30	43.22	43.95
Labourer .. ..	32.40	31.10	35.63	31.10	32.37	32.10
Painter .. ..	43.60	41.40	43.50	39.85	43.34	43.45
Storeman .. ..	35.35	35.40	37.21	33.95	35.62 to 40.37	37.00
Tradesman's assistant ..	35.90 to 37.15	33.95	36.23	33.95	34.87 to 35.62	35.35 & 35.60
Welder, 1st class .. ..	45.70	42.35	44.59	43.35	44.27	44.35 & 45.00
<i>Shipbuilding(a)—</i>						
Boilermaker .. ..	43.15	42.35	42.85	41.95	41.72	43.05
Electrical mechanic ..	43.15	42.35	41.85	41.95	41.72	43.05
Fitter or turner .. ..	43.15	42.35	42.85	41.95	41.72	43.05
Ironworker's assistant ..	36.15	35.35	37.05	34.95	34.37	36.05
Labourer .. ..	33.50	32.70	35.93	32.30	31.12	33.40
Painter and docker .. ..	35.45	35.45	35.45	35.45	37.82	35.45
Shipwright .. ..	43.20	43.20	43.20	43.20	43.20	46.10

(a) Permanent rates.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
TEXTILES, CLOTHING AND FOOTWEAR.						
<i>Clothing trades (ready made)—</i>						
Cutter .. .. .	41.95	41.95	41.95	41.95	41.95	41.95
Presser .. .. .	39.55	39.55	39.55	39.55	39.55	39.55
Tailor .. .. .	41.20	41.20	41.20	41.20	41.20	41.20
<i>Dry cleaning—</i>						
Operator of dry cleaning machine .. .. .	38.50	38.50	38.50	38.50	38.50	38.50
<i>Footwear manufacturing—</i>						
Clicking section .. .. .	35.50 to 39.10	35.50 to 39.10	35.50 to 39.10	35.50 to 39.10	38.00	35.50 to 39.10
Finishing section .. .. .	34.80 to 39.10	34.80 to 39.10	34.80 to 39.10	34.80 to 39.10	38.00	34.80 to 39.10
Making section .. .. .	34.80 to 39.10	34.80 to 39.10	34.80 to 39.10	34.80 to 39.10	38.00	34.80 to 39.10
Stuffcutting section .. .. .	34.80 to 39.10	34.80 to 39.10	34.80 to 39.10	34.80 to 39.10	38.00	34.80 to 39.10
<i>Textiles—Cotton mills—</i>						
Labourer .. .. .	33.65	33.65	33.25	32.95	..	33.65
Loom tuner .. .. .	36.35 to 40.85	36.35 to 40.85	..	35.65 to 40.15	..	36.35 to 40.85
Doffer .. .. .	33.65	33.65	33.25	32.95	..	33.65
Tenter .. .. .	33.65 to 35.50	33.65 to 35.50	34.60 to 35.35	32.95 to 34.80	..	33.65 to 35.50
Weaver .. .. .	35.00 & 36.10	35.00 & 36.10	..	34.30 & 35.40	..	35.00 & 36.10
<i>Textiles—Knitting mills—</i>						
Board and/or press hand .. .. .	36.00	36.00	35.60	35.30	33.92	36.00
Knitter .. .. .	36.20	36.20	35.80	35.50	..	36.20
Operator, full fashioned machine .. .. .	37.60 & 39.05	37.60 & 39.05	..	36.90 & 38.30	33.92	37.60 & 39.05
<i>Textiles—Woollen mills—</i>						
Assistant foreman .. .. .	40.10 & 41.60	40.10 & 41.60	39.70	39.40 & 40.90	40.10 & 41.60	40.10 & 41.60
Gillbox attendant .. .. .	35.50	35.50	..	34.80	35.50	35.50
Labourer .. .. .	31.40	31.40	33.27	30.70	31.40	31.40
Loom tuner .. .. .	34.35 to 40.85	34.35 to 40.85	34.35 to 40.45	33.65 to 40.15	34.35 to 40.85	34.35 to 40.85
Piece scouring machine operator .. .. .	36.00	36.00	35.10	35.30	36.00	36.00
Plain warper and/or beamer .. .. .	36.00	36.00	35.60	35.30	36.00	36.00
Weaver .. .. .	35.00 & 36.10	35.00 & 36.10	..	34.30 & 35.40	35.00 & 36.10	35.00 & 36.10
FOOD, DRINK AND TOBACCO.						
<i>Aerated water and cordials—</i>						
General hand .. .. .	34.85	34.05	32.35	34.80	33.32	34.75
Truck driver (3 tons) .. .. .	38.35	37.55	37.45	37.15	37.62	38.25
<i>Bacon curing—</i>						
Boner .. .. .	39.90	44.60	40.84	40.10	38.52	44.75
General hand .. .. .	35.05 & 36.00	41.50 & 41.90	37.26	37.30 & 37.70	36.22	36.00 & 38.90
Slaughterman .. .. .	44.60	46.70	40.96	42.10	40.97	43.60 & 48.45
<i>Baking bread—</i>						
Bread carter .. .. .	39.60	41.80	40.00	39.85	36.27 & 38.12	35.10 to 39.80
Doughmaker .. .. .	43.70	48.85	37.25	46.68	44.72	44.35
<i>Biscuit and cake manufacturing—</i>						
Biscuit and cake maker .. .. .	39.00	37.70	37.20	38.20	36.37	37.65
General biscuit factory hand .. .. .	34.50	33.55	33.40	32.15	34.52	31.40 & 31.90



SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
FOOD, DRINK AND TOBACCO— <i>continued.</i>						
<i>Brewing—</i>						
General Hand .. ..	39.10	39.65	37.50	43.67	40.38	40.39
Labourer .. ..	39.10	39.65	37.50	39.70	40.38	40.39
Truck driver (4 tons) ..	41.05	39.10	..	42.08	42.62	40.84
<i>Butter, cheese and milk processing—</i>						
Butter maker .. ..	39.25	40.10	38.45	39.45	37.87	40.60
General hand .. ..	34.75	35.75	34.10	33.30	33.32	33.75
Grader and/or tester ..	37.00 & 38.25	40.10	36.55 & 37.60	35.60 & 37.30	33.52 & 37.32	41.10 & 41.50
Operator of dried milk machine .. ..	37.00	37.05 & 37.30	35.15	39.45	34.07	..
<i>Cereals, condiments, coffee, spices, etc—</i>						
General hand .. ..	35.90	34.60	35.85	34.20	35.12	32.95
Storeman .. ..	37.10	36.85	35.85	36.10	..	37.20
<i>Confectionery—</i>						
Confectioner—						
Group 1 .. ..	39.50	38.70	38.50	38.30	38.12	39.40
Group 2 .. ..	38.10	37.30	34.50	36.20	38.12	38.00
<i>Flour milling—</i>						
Miller .. ..	42.10 to 47.40	42.10 to 47.40	39.65 to 42.30	42.10 to 47.40	42.10 to 47.40	43.18 to 45.20
Packerman .. ..	38.65	38.65	36.10	38.65	38.65	40.78
Storeman .. ..	37.65	37.65	35.65	37.65	37.65	38.28
Topman .. ..	39.25	39.25	36.55	39.25	39.25	40.22
<i>Jam, fruit and vegetable preserving—</i>						
General hand .. ..	33.50 & 34.35	33.50 & 34.35	33.45	33.50 & 34.35	34.62	33.50 & 34.35
<i>Meat industry—</i>						
Boner .. ..	39.50	42.45	42.20	44.54	41.72	41.00
Cold storage hand .. ..	36.30 to 37.50	44.10	37.40	40.28	37.27	44.15
Labourer (beef) .. ..	37.10	40.90	38.50	38.78	37.27	39.30
Labourer (mutton) .. ..	35.50	40.90	37.40	38.78	37.27	39.30
Slaughterman (beef) ..	46.20	49.15	46.20	51.79	40.47	49.35
Slaughterman (mutton) ..	(a)	49.15	46.20	51.79	43.67	49.35
<i>Pastrycooking—</i>						
Pastrycook .. ..	43.60	40.45	38.15	40.90	40.32	40.20
<i>Sugar milling—</i>			(b)			
Carrier hand .. ..	35.50	..	41.57	..	..	..
Engine driver, stationary ..	37.40 & 38.90	..	41.93 to 44.77	..	..	..
General mill worker .. ..	34.60	..	40.07	..	..	..
Locomotive driver .. ..	40.20	..	44.53	..	..	..
Locomotive fireman .. ..	37.10	..	41.37	..	..	..
Fugelman .. ..	36.10 to 37.60	..	41.57	..	35.82 & 38.32	..
Tramway construction and maintenance .. ..	35.20	..	41.00	..	..	..
<i>Sugar refining—</i>						
General factory hand .. ..	34.60	34.60	40.07	..	34.42	..
Loader and stacker .. ..	35.80	35.90	41.37	..	35.42	..
Store hand .. ..	35.80	36.80	41.37	..	35.42	..
<i>Winemaking—</i>						
Adult male .. ..	34.50 & 35.30	34.30 & 34.50	34.65	33.65	36.62	..
Head cellarman .. ..	36.60 to 37.90	36.40 to 37.10	37.95	35.80	41.32	..

(a) Piece-work rates.

(b) Slack season rates.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
SAWMILLING, FURNITURE, ETC.						
<i>Furniture making—</i>						
Assembler .. ..	41.70	35.50 & 36.70	36.35	35.10 & 36.30	37.07	36.20 & 37.40
Cabinet maker .. ..	41.70	41.30	41.20	40.90	41.72	42.00
French polisher .. ..	41.70	41.30	41.20	40.90	41.72	42.00
Glass tradesman .. ..	42.75	41.30	42.68	40.90	41.72	42.00
Mattress maker .. ..	40.20	36.30 & 41.30	39.80	35.90 & 40.90	36.87	37.00 & 42.00
Wood machinist .. ..	41.70	34.95 to 41.30	41.20	34.55 to 40.90	37.27 & 41.72	35.65 to 42.00
Wood turner .. ..	41.70	41.30	41.20	40.90	41.72	42.00
<i>Sawmilling and timber yards—</i>						
Benchman, No. 1 .. ..	42.10	41.30	41.20	40.90	41.72	42.00
Dockerman and tally man .. ..	34.15 & 35.40	33.35 & 34.60	33.95	32.95 & 34.20	33.37 to 35.37	34.05 & 35.30
Labourer .. ..	33.50	32.70	33.05	32.30	31.12	33.40
Log yardman .. ..	34.70	33.90	36.70	33.50	31.87	34.60
Machinist—						
A grade .. ..	42.10	41.30	38.40	40.90	40.62	42.00
B grade .. ..	37.60	36.80	36.30	36.40	36.87	37.50
Motor truck driver (25 cwt.— 3 tons) .. ..	(a) 39.70	37.55	..	37.15	37.52	38.25
Orderman .. ..	38.25	37.45	37.35	37.05	37.07	38.15
Puller out .. ..	34.00 to 39.55	33.20 to 38.75	33.45 to 34.60	32.80 to 38.35	33.17	33.90 to 39.45
Sawyer—						
Band or jig .. ..	37.45 to 42.10	36.65 to 41.30	36.95 to 41.20	36.25 to 40.90	37.02 & 40.22	37.35 to 42.00
Circular .. ..	37.85 to 41.00	37.05 to 40.20	..	36.65 to 39.80	37.02 & 39.92	37.75 to 40.90
Timber stacker .. ..	33.90 & 35.00	33.10 & 34.20	33.05	32.70 & 33.80	32.97 & 34.37	33.80 & 34.90
Tractor driver .. ..	38.50 to 43.50	37.70 to 42.70	37.60 to 42.60	37.30 to 42.30	35.17	38.40 to 43.40

(a) Manufacturer's gross vehicle weight, 10,250 lbs. to 13,750 lbs.

## PAPER, PRINTING, ETC.

<i>Cardboard boxes, containers and cartons—</i>						
General hand .. ..	33.75	32.95	31.25	32.55	33.05	33.65
Guillotine machine operator ..	37.68	36.88	35.18	36.48	36.98	37.58
<i>Printing—General—</i>						
Bookbinder .. ..	42.10	41.30	39.60	40.90	41.40	42.00
General hand .. ..	33.75	32.95	31.25	32.55	33.05	33.65
Hand compositor .. ..	42.10	41.30	39.60	40.90	41.40	42.00
Letterpress rotary machinist ..	42.10	41.30	39.60	40.90	41.40	42.00
Machine compositor .. ..	45.30	44.50	42.80	44.10	44.60	45.20
Machine operator .. ..	42.10	41.30	39.60	40.90	41.40	42.00
Photo engraver .. ..	42.58	41.78	40.08	41.38	41.88	42.48
Storeman .. ..	35.50	34.70	33.00	34.30	34.80	35.40
<i>Printing—Newspapers—</i>						
Assistant machinist—						
Day work .. ..	44.50	51.52	45.15 & 51.85	43.40 & 49.45	45.27	44.50 & 50.55
Night work .. ..	48.00	56.22	49.85 & 56.55	48.10 & 54.15	50.02	49.20 & 55.25
Hand compositor—						
Day work .. ..	54.15	55.55	52.50	52.85	52.37	53.95
Night work .. ..	57.65	60.25	57.20	57.55	57.12	58.65
Machine compositor—						
Day work .. ..	59.40	59.90	54.15	56.20	55.57	57.30
Night Work .. ..	62.90	64.60	56.10	60.90	60.32	62.00
Machinist—						
Day work .. ..	46.15 & 53.80	56.10	52.50 & 53.35	52.85 & 53.05	52.37	53.95 & 54.15
Night work .. ..	49.65 & 57.30	60.80	57.20 & 58.05	57.55 & 57.75	57.12	58.65 & 58.85

(1) 38 hours.

(2) 36 hours.

(3) 38 to 40 hours.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
PAPER, PRINTING, ETC.— <i>continued.</i>						
Proof reader—						
Day work .. ..	54.50	56.05	52.50	52.85	<sup>1</sup> 52.37	53.95
Night work .. ..	<sup>1</sup> 58.00	<sup>1</sup> 60.75	57.20	<sup>1</sup> 57.55	<sup>1</sup> 57.12	<sup>1</sup> 58.65
Publishing hand—						
Day work .. ..	44.50	45.95	44.00	43.40	<sup>1</sup> 43.02	44.50
Night work .. ..	<sup>1</sup> 48.00	<sup>1</sup> 50.65	48.70	<sup>1</sup> 48.10	<sup>1</sup> 47.77	<sup>1</sup> 49.20
<i>Pulp, paper and board making—</i>						
Beaterman .. ..	44.05	45.35 & 46.30	..	..	42.42	47.45
Bundler, baler .. ..	38.35	37.55	37.65	37.15	..	37.45
Fitter .. ..	45.35	44.55	..	44.15	..	44.45
Reelerman .. ..	38.70	37.90	..	37.50	..	37.80
Tradesman's assistant ..	37.55	36.75	36.90	36.35	37.72	36.65
Yardman .. ..	36.65	35.85	35.90	35.45	34.72	35.75

(1) 38 hours.

(2) 36 hours

## OTHER MANUFACTURING.

<i>Asbestos cement articles—</i>						
General factory employee ..	37.25	36.20	35.35	35.80	34.22	33.65
Moulder						
1st class .. ..	40.20	39.85	37.80	38.60	35.37	} 35.50 to 36.00
2nd class .. ..	38.70	37.80	36.55	37.15	34.72	
<i>Brickmaking—</i>						
Burner .. ..	37.30 & 38.40	37.95	36.15	37.60	37.42	38.05
Drawer .. ..	39.30 & 41.00	38.00 & 39.40	34.98	38.25	38.12	38.05
Labourer .. ..	36.50	36.20	34.68	35.80	35.57	37.55
Pitman .. ..	40.00	40.60	34.92	39.30	35.57	37.55
Setter .. ..	41.00	39.40	35.62	38.25	38.12	38.60 & 39.30
Wheeler .. ..	39.40	36.90	34.92	36.65 & 37.15	35.57	37.55
<i>Cement goods making—</i>						
Cement brickmaker .. ..	37.15	35.40	36.35	34.85	33.12	37.80
Moulder .. ..	38.20	35.40 & 36.20	36.48	36.35	35.82 & 36.17	37.80
<i>Cement making—</i>						
Cement miller .. ..	36.25	38.65	38.20	34.65	36.12	38.10
Labourer .. ..	34.10	32.45	34.60	33.65	33.12	36.10
<i>Chemical workers—</i>						
Factory hand .. ..	34.60	36.80	..	37.72	32.27	..
<i>Earthenware making, general—</i>						
Labourer .. ..	36.10	33.80	34.68	32.60	31.12	35.55
Presser .. ..	36.98 & 41.35	35.25 to 36.75	35.38 & 36.15	33.75	33.37 & 35.52	38.90
Setter .. ..	37.52 & 38.32	36.40	35.62	34.20	33.37 to 36.82	37.25
<i>Electricity generation and supply—</i>						
Conveyor attendant .. ..	44.00	40.55	..	..	36.62 & 37.07	..
Electrical fitter .. ..	53.20	48.55	47.32	47.50	46.72	46.70
Electrician .. ..	56.20	48.55	46.95	47.50	46.72	46.70
Engine driver .. ..	51.40	44.10 & 46.15	40.75 to 45.45	47.90	43.62	..
Fireman .. ..	49.40 & 51.90	44.30	39.40	43.05 to 47.90	39.22	..
Fitter or turner .. ..	53.10	48.55	46.95	47.50	46.72	46.70
Linesman .. ..	50.90 & 53.00	44.90 to 48.55	45.05	43.85 & 47.50	42.77 & 44.72	43.05 to 46.70
Tradesman's assistant ..	43.70	38.70	39.45	37.65	37.27	36.85

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
OTHER MANUFACTURING— <i>continued.</i>						
<i>Engine driving—</i>					(a)	
Crane driver .. ..	35.00 to 42.10	33.95 to 41.30	35.90 to 42.70	33.55 to 40.90	38.42	34.65 to 42.00
Fireman .. ..	36.05 & 37.85	35.25 & 37.05	35.15 to 35.95	34.85 & 36.65	35.02 & 36.57	35.95 & 37.75
Stationary engine driver, steam	37.40 to 40.35	36.60 to 39.55	36.20 to 39.45	36.20 to 39.15	36.17 & 37.47	37.30 to 40.25
<i>Gas making and supply—</i>						
Gas fitter .. ..	45.83	44.58	42.90	45.20	41.52	44.40
Labourer .. ..	36.00	37.02	33.25	34.80	34.32	34.90
Meter repairer .. ..	36.05 & 42.10	46.65	..	44.30	40.62	44.40
Retort operator .. ..	40.30	41.80	37.20	39.10	38.42	39.20
<i>Glass making—</i>						
General hand .. ..	34.55	35.50	33.80	35.10	35.60	36.20
Sorter .. ..	36.60	36.55 & 37.50	34.85 & 35.80	36.15 & 37.10	36.65 & 37.60	37.25 & 38.20
<i>Leather goods manufacture—</i>						
Leather handbags, etc. ..	38.50	37.70	36.00	37.30	38.47	38.40
<i>Oil refining—</i>						
Operator .. ..	54.29	43.00 & 46.45	..	42.60 & 46.05	42.42 & 45.12	..
<i>Paint manufacture—</i>						
Labourer .. ..	36.50 to 38.70	35.45	..	32.40	36.52	..
Paint mixer .. ..	39.60	38.45	34.90	36.40	38.62	..
<i>Pharmaceutical preparations—</i>						
General hand .. ..	34.30	36.80	..	33.90	34.64	35.40
<i>Plastic moulding—</i>						
Operator of plastic press ..	35.00 & 38.50	34.20 & 37.70	..	33.80 & 37.30	34.30 & 37.80	..
<i>Rubber goods—</i>						
Builder (pneumatic tyre) ..	35.50 & 36.50	34.70 & 35.70	35.15	34.30 & 35.30	34.80 & 35.80	38.00
Moulder .. ..	34.60 to 36.50	33.80 to 35.70	35.15	33.40 to 35.30	33.90 to 35.80	38.00
Operator—						
Calender .. ..	39.25 & 41.05	38.45 & 40.25	38.35	38.05 & 39.85	38.55 & 40.35	..
Forcing machine .. ..	34.60 & 35.50	33.80 & 34.70	33.60	33.40 & 34.30	33.90 & 34.80	..
Vulcanizing press .. ..	35.50 & 36.50	34.70 & 35.70	34.20	34.30 & 35.30	34.80 & 35.80	..
Others .. ..	33.35	32.55	32.45	32.15	32.65	32.55 & 33.90
<i>Tanning of leather, etc.—</i>						
Drum hand .. ..	39.00	38.20	36.50	37.80	38.30	38.90
Leather dresser .. ..	38.50 & 39.00	37.70 & 38.20	36.00 & 36.50	37.30 & 37.80	37.80 & 38.30	38.40 & 38.90
Glazer .. ..	38.65	37.85	36.15	37.45	37.95	38.55
Strainer .. ..	37.50 & 38.40	36.70 & 37.60	35.00 & 35.90	36.30 & 37.20	36.80 & 37.70	37.40 & 38.30
Table hand .. ..	38.50 & 39.00	37.70 & 38.20	36.00 & 36.50	37.30 & 37.80	37.80 & 38.30	38.40 & 38.90
Tan pit hand .. ..	37.40 to 38.65	36.60 to 37.85	34.90 to 36.15	36.20 to 37.45	36.70 to 37.95	37.30 to 38.55
<i>Wool scouring and fell-monger- ing—</i>						
Labourer .. ..	37.20 & 38.00	34.90 & 35.50	32.50 & 33.50	35.10 & 35.40	37.07	35.80 & 36.60
Wool scourer .. ..	39.70	37.70	36.10	37.30	38.72	38.30

(a) Rates shown are those for the sawmilling industry.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31st DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
BUILDING AND CONSTRUCTION.						
<i>Building(a)—</i>						
Bricklayer .. ..	50.67	53.92	46.50	46.50	47.19	50.75
Builders labourer—						
Skilled .. ..	42.62 to 46.88	48.50	40.58	40.92 to 45.25	39.82	42.17
Unskilled .. ..	40.88	45.75		39.25	36.78	40.42
Carpenter .. ..	51.67	54.33	47.00	46.92	47.49	51.08
Electrician, installation .. ..	47.05	(b)41.30	42.78	(b)40.90	40.67	(b)43.65
Painter .. ..	49.33	53.92	46.35	43.92	46.92	50.58
Plasterer .. ..	50.83	53.83	46.60	46.67	47.22	50.75
Plumber .. ..	52.00	55.92	46.80	(b)42.80	47.34	(b)46.90
Roof tiler .. ..	49.17	48.83	46.60	(b)41.65	41.92	(b)50.75
<i>Road and bridge construction and maintenance (municipal)—</i>						
Bitumen sprayer .. ..	37.85	37.75	34.15	34.05	36.12	37.00
Ganger .. ..	46.20	..	36.80 to 38.75	38.05 & 39.88	..	..
Grader driver .. ..	41.35 to 42.75	43.80 & 45.30	34.60	35.65	40.32	40.25 & 41.75
Labourer .. ..	37.10 to 38.90	38.15	33.70	33.25	33.07	34.75
Tractor driver .. ..	41.35 to 42.75	41.95 to 46.95	37.60 to 42.60	37.30 to 42.30	37.62	38.40 to 43.40
<i>Water supply and sewerage—</i>						
Concrete worker .. ..	39.10 to 40.50	38.15 to 39.75	34.60 to 36.75	35.00 & 36.60	33.22 to 35.37	35.65 & 36.65
Excavator driver .. ..	45.90 to 48.15	41.22	34.00 to 34.95	42.40 to 43.90	35.37 & 36.62	..
Ganger .. ..	..	..	37.65 to 42.05	38.80 & 40.65	37.52 to 42.82	..
Labourer .. ..	38.35	38.15	33.70	31.80	31.87	34.75
Maintenance man .. ..	40.68 & 41.18	39.75	35.25	37.40 to 40.10	33.92 & 36.12	..
Pipe layer .. ..	40.80	39.75	34.80	36.60	36.12 & 38.82	37.15
Tractor driver .. ..	45.75 to 47.60	40.00 & 44.90	37.60 to 42.60	38.80 to 43.80	36.82 to 41.12	38.40 to 43.40

(a) The rates shown for Sydney, Melbourne, Adelaide and Hobart are weekly equivalents of hourly rates. They include allowances for excess fares and travelling time, sick leave, statutory holidays, following the job, etc. (b) Weekly rate.

## RAILWAY SERVICES.

<i>Permanent way—</i>						
Fettler, labourer, etc. .. ..	35.40 to 36.50	34.10	36.22	35.55	32.37	34.80
Ganger, fettling gang .. ..	40.05 to 45.05	38.50 to 43.50	39.28	38.75 to 42.65	38.87 to 42.47	38.75 to 45.05
<i>Traffic—</i>						
Guard .. ..	40.65 to 45.55	37.95 to 44.00	40.30 to 44.65	39.35 to 44.25	39.12 to 42.87	40.35 to 43.65
<i>Locomotive—</i>						
Cleaner .. ..	33.90	32.70	35.33	32.70	33.12	33.70
Engine driver .. ..	49.00 to 53.25	47.55 to 51.80	48.20 & 50.35	47.80 to 52.05	41.72 to 50.12	48.80 to 53.05
Fireman .. ..	35.25 to 41.10	33.25 to 39.65	37.08 to 39.85	33.25 to 39.95	34.47 to 38.52	34.25 to 40.90
Porter .. ..	34.40 to 35.25	33.10 to 34.40	35.33 & 35.82	33.75 to 40.15	34.47 to 36.32	34.30 to 40.45
<i>Shunter—</i>						
Head .. ..	48.05 to 51.70	..	..	..	40.37 to 42.07	..
Leading .. ..	42.15 to 45.80	40.60 to 46.00	43.42 to 45.25	40.85 & 41.85	..	41.85 & 42.95
Ordinary .. ..	43.60 to 39.85	43.30 to 38.30	38.75 & 39.85	39.45	36.32 & 37.22	43.30 to 39.55
Signalman .. ..	43.65 to 50.15	43.45 & 47.10	37.85 to 45.90	36.45 to 46.15	43.47 to 44.22	37.60 to 40.80

(<sup>1</sup>) 76 hours a fortnight. (<sup>2</sup>) 78 hours a fortnight. (<sup>3</sup>) 76 hours a fortnight for special and 1st class. (<sup>4</sup>) 36 hours a week for special class.

## SECTION VII.—continued.

## MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—continued.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
ROAD AND AIR TRANSPORT						
<i>Air transport—</i>						
Clerk .. .. .	38.92 to 59.50	38.92 to 59.50	38.92 to 59.50	38.92 to 59.50	38.92 to 59.50	38.92 to 59.50
Ground engineer .. ..	42.10 to 47.40	41.30 to 46.60	39.60 to 44.90	40.90 to 46.20	41.40 to 46.70	42.00 to 47.30
Loader, porter .. ..	35.25 to 36.60	34.45 to 35.80	32.75 to 34.10	34.05 to 35.40	34.55 to 35.90	35.15 to 36.50
<i>Road transport—</i>						
Assistant .. .. .	37.50	32.85	33.20	32.45	33.12	33.55
Motor mechanic .. ..	42.10	41.30	41.85	40.90	41.72	42.00
Motor truck driver—						
25 cwt. or less .. ..	(a) 37.50	36.15	36.05	35.75	36.57	36.85
Over 25 cwt., under 3 tons	(b) 39.70	37.55	37.45	37.15	37.97	38.25
Over 3 tons, under 6 tons	(c) 40.30 to 42.10	39.10	39.00	38.70	39.52	39.80
<i>Tramways and buses—</i>						
Bus driver—						
One-man operator ..	45.65 & 46.65	41.90	41.35 to 42.70	41.90 & 44.40	42.72	43.30
Other .. .. .	43.15	39.80	38.35 to 39.70	39.40	40.22	..
Conductor .. .. .	35.00 & 37.10	33.95 & 36.00	34.85 to 36.10	33.50 & 35.60	34.32 & 36.42	..
Tram driver .. .. .	..	37.05	35.70 to 36.95	37.30	..	..
Track repairer .. ..	..	34.35	35.02	..	..	..
Vehicle cleaner .. ..	34.75	33.95	33.56	33.15	33.57	34.65

(a) Manufacturer's gross vehicle weight—up to 6,500 lbs. (b) Manufacturer's gross vehicle weight—10,250 lbs. to 13,750 lbs. (c) Manufacturer's gross vehicle weight—13,750 lbs. to 27,250 lbs.

## SHIPPING AND STEVEDORING

<i>Harbour services—</i>						
Carpenter's labourer .. ..	..	37.35	..	36.60	34.37	35.80
Crane driver .. .. .	45.18	45.35	37.45	38.80 to 39.85	..	39.90 to 44.40
General labourer .. ..	..	36.45	33.75	30.30	31.12	34.10
Wharf carpenter .. ..	(a) 49.00	44.72	41.25	38.80	43.37	43.98
Wharf storeman .. ..	40.80	40.10	37.80	36.10	36.72	36.70
Wharf watchman .. ..	36.00	38.50	35.55	37.60	(b) 1.24	(b) 1.16
<i>Shipping, cargo vessels(c)(d)—</i>						
Able seaman .. .. .	38.95	38.95	38.95	38.95	38.95	38.95
Greaser or oiler .. ..	38.95	38.95	38.95	38.95	38.95	38.95
Assistant cook .. ..	..	..	134.15 per month	..	..	..
Engineer, 2nd .. .. .	..	..	53.65 to 78.10 per week	..	..	..
Master .. .. .	..	..	55.55 to 119.20 per week	..	..	..
Chief officer .. .. .	..	..	46.20 to 62.45 per week	..	..	..
Chief steward .. .. .	..	..	45.55 per week	..	..	..
<i>Stevedoring(e)</i>						
Wharf clerk, per hour ..	1.31	1.31	1.31	1.31	1.31	1.31
Wharf labourer, per hour ..	1.28	1.28	1.28	1.28	1.28	1.28
<i>Tugs—</i>						
Master .. .. .	48.65	44.20	44.20	44.20	45.37	46.60
Deckhand .. .. .	43.50	37.40	35.65	33.80	36.72	36.90
Fireman .. .. .	44.65	38.75	35.65	36.65	38.12	36.90

(a) Rates include allowances for sick leave and tools. (b) Hourly rate of pay for casuals, 8 hours a day. (c) Rates of wage include keep and accommodation valued at \$5.13 a week. (d) Rates of pay are for casuals on other than special cargo work. (e) Rates of pay are for casuals on other than special cargo work.

SECTION VII.—*continued.*MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
COMMUNICATION.						
<i>Post Office—</i>						
Mail officer .. ..	35.23	35.23	35.23	35.23	35.23	35.23
Motor driver .. ..	37.92	37.92	37.92	37.92	37.92	37.92
Postal officer .. ..	35.23	35.23	35.23	35.23	35.23	35.23
Postman .. ..	35.23	35.23	35.23	35.23	35.23	35.23
<i>Telephone services—</i>						
Lineman, grade I. ..	38.07 to 41.52	38.07 to 41.52	38.07 to 41.52	38.07 to 41.52	38.07 to 41.52	38.07 to 41.52
Lineman, grade II. ..	44.98	44.98	44.98	44.98	44.98	44.98
Senior technician ..	54.56	54.56	54.56	54.56	54.56	54.56
Technician .. ..	41.68	41.68	41.68	41.68	41.68	41.68
Technician's assistant, grade II. .. ..	37.92	37.92	37.92	37.92	37.92	37.92
WHOLESALE AND RETAIL TRADE.						
<i>Butchers, retail—</i>						
General butcher .. ..	42.10	41.30	39.60	40.90	39.92	41.80
<i>Cold storage—</i>						
Inside hand .. ..	39.00	44.30	34.80	37.25	39.92	38.35
<i>Commercial travellers(a)—</i>						
Commercial traveller ..	45.50	45.45	42.20	41.40	43.82	41.90 to 45.90
<i>Milk distribution—</i>						
General hand .. ..	34.70	38.82	33.25	33.00	33.32	31.40 & 32.95
Milk carter (25 cwt. or less) ..	38.00	40.25	36.05	38.94 to 40.89	37.32	40.95
<i>Oil stores—</i>						
Clerk .. ..	37.95 to 58.90	37.95 to 58.90	37.95 to 58.90	37.95 to 58.90	37.95 to 59.80	37.95 to 58.90
Storeman .. ..	39.20	38.40	36.05	38.00	37.82	39.10
<i>Petrol Service stations—</i>						
Attendant .. ..	34.75	38.40	33.75	33.55	34.17	34.30 & 35.55
<i>Retail stores—</i>						
Clerk .. ..	38.90	40.48	37.60	36.65 to 45.20	39.62	36.90 to 40.90
Motor truck driver— 25 cwt. or less .. ..	(b)37.50	36.15	36.05	35.75	36.57	36.85
Over 25 cwt., under 3 tons ..	(c)39.70	37.55	37.45	37.15	37.97	38.25
Shop assistant—						
Assistant-in-charge .. ..	40.70	40.42	40.32	39.45 to 41.70	..	42.75 to 45.40
Drapery .. ..	39.50	38.38	38.28	37.82	38.24	35.95 to 39.95
Grocery .. ..	39.50	38.22	38.28	37.20	38.24	34.00 to 39.95
Hardware .. ..	39.50	38.38	38.28	37.82	38.24	33.40 to 40.00
Storeman .. ..	37.10	36.85	38.28	36.10	37.42	37.20
<i>Wholesale warehouses—</i>						
Adult male .. ..	35.90	39.45	36.50	36.60	37.52	34.40
<i>Wool stores—</i>						
Clerk .. ..	37.97 to 45.93	37.97 to 45.93	37.97 to 45.93	37.97 to 45.93	37.97 to 45.93	37.97 to 45.93
Storeman .. ..	40.45	39.65	40.45	39.25	39.67	40.35
Wool classer .. ..	45.25	44.45	46.48	44.05	40.32	45.15

(a) Local or city.

(b) Manufacturer's gross vehicle weight—up to 6,500 lbs.

(c) Manufacturer's gross vehicle weight—10,250 lbs. to 13,750 lbs.

## SECTION VII.—continued.

MINIMUM RATES OF WAGE—ADULT MALES: 31ST DECEMBER, 1964—continued.

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
PUBLIC AUTHORITY (N.E.I.) AND COMMUNITY AND BUSINESS SERVICES.						
<i>Commonwealth Public Service—</i>						
Base grade clerk, 21 years(a)	40.44	40.44	40.44	40.44	40.44	40.44
Clerical assistant(a)	34.16 to 47.04	34.16 to 47.04	34.16 to 47.04	34.16 to 47.04	34.16 to 47.04	34.16 to 47.04
<i>Fire brigades—</i>						
Fireman .. .. .	45.05 to 50.45	40.42 to 48.70	38.90 to 45.85	38.40 to 55.04	45.32 to 53.67	47.30 to 53.30
<i>Hospitals—</i>						
Cook .. .. .	38.50 & 41.50	37.95 to 41.05	37.60	35.40 & 37.40	38.17 to 42.62	37.22 to 40.65
Kitchenman .. .. .	36.25	35.95	34.80	33.20 & 33.75	34.42	34.20
Laundry employee .. .. .	36.75	35.70	33.85 to 34.10	34.85	35.07	35.32 to 35.88
Orderly .. .. .	37.25	35.95	33.85 to 34.90	33.20 & 33.75	35.12	34.20
Porter .. .. .	36.00 & 36.75	35.20	33.85 to 34.10	33.20 & 33.75	34.42	34.20
<i>Other services—</i>						
Graduate engineer .. .. .	63.85 to 90.27	63.85 to 90.27	63.85 to 90.27	63.85 to 90.27	63.85 to 90.27	63.85 to 90.27
Graduate scientist .. .. .	58.28 to 90.27	58.28 to 90.27	58.28 to 90.27	58.28 to 90.27	58.28 to 90.27	58.28 to 90.27

(a) 3½ hours.

(1) 56 hours weekly.

## AMUSEMENTS, HOTELS, PERSONAL SERVICE, ETC.

NOTE.—The rates of wage shown for employees in hotels and restaurants represent the minimum amounts payable where board and lodging are *not* provided.

<i>Commercial broadcasting—</i>						
Announcer .. .. .	45.40 & 47.95	45.40 & 47.95	44.10 & 46.65	44.10 & 46.65	43.60	..
<i>Hairdressing—</i>						
Hairdresser (men's) .. .. .	41.50	40.52	38.35	41.95	39.52	40.80
<i>Hotels—</i>						
Barman .. .. .	37.10	36.30	34.60	36.30	38.12	36.80
Cellarman .. .. .	39.80	39.00	37.30	36.30	36.92	39.50
Cook—First .. .. .	37.25 to 47.70	36.45 to 46.90	34.75 to 45.20	42.60 to 47.90	36.12 to 39.82	36.95 to 47.40
Cook—All others .. .. .	35.75 to 41.50	34.95 to 40.70	33.25 to 39.00	34.55 to 37.35	36.12 to 37.22	35.45 to 41.20
Porter (day) .. .. .	34.35	33.55	31.85	31.30	33.97	34.05
Useful .. .. .	34.35	33.55	31.85	31.30	33.22	34.05
Waiter .. .. .	34.35	33.55	31.85	32.30	33.97	34.05
<i>Laundries—</i>						
General hand .. .. .	35.90	34.60	33.95	33.10	34.62	36.10
<i>Restaurants—</i>						
Cook (single) .. .. .	39.85	36.45	36.80	37.40	37.37	36.60
Pantryman .. .. .	35.10	33.55	33.40	32.35	33.22	33.75
Waiter .. .. .	35.70	33.55	33.40	32.55	33.97	33.75
<i>Theatres—</i>						
Projectionist .. .. .	51.05 & 55.35	51.05 & 55.35	53.04	51.05 & 55.35	51.05 & 55.35	51.05 & 55.35
Usher, ticket taker, etc. .. .. .	35.40	35.40	34.38	35.40	35.40	35.40
<i>T.V. transmission—</i>						
Camerman .. .. .	40.20 to 46.80	40.20 to 46.80	40.20 to 46.80	40.20 to 46.80	40.20 to 46.80	40.20 to 46.80
Technician .. .. .	42.90 to 46.80	42.90 to 46.80	42.90 to 46.80	42.90 to 46.80	42.90 to 46.80	42.90 to 46.80
<i>Watchmen, cleaners, etc.—</i>						
Lift attendant .. .. .	35.40	36.30	34.55	34.85	33.37	36.00
Office cleaner (day) .. .. .	35.60	33.55	33.70	32.55	34.62	36.25
Watchman .. .. .	35.30	33.55	33.95	32.40	37.37	..



## SECTION VIII.—continued.

## MINIMUM RATES OF WAGE—ADULT FEMALES: 31st DECEMBER, 1964.

Minimum rates of wage for the main occupations in each State for a full week's work (excluding overtime).

(See explanatory note on page 279.)

NOTE.—Except where otherwise specified, the hours constituting a full week's work for occupations shown hereunder are 40 a week.

Industry and Occupation.	Sydney. \$	Melbourne. \$	Brisbane. \$	Adelaide. \$	Perth. \$	Hobart. \$
ENGINEERING, METALS, VEHICLES, ETC.						
<i>Engineering—General—</i>						
Process worker .. ..	25.85	25.25	24.00	24.95	23.34	25.80
Other adults .. ..	25.85	25.25	24.00	24.95	23.34	25.80
<i>Motor vehicles—Manufacture—</i>						
Process worker .. ..	25.85	25.25	24.00	24.95	..	25.80
Other adults .. ..	25.85	25.25	24.00	24.95	..	25.80
TEXTILES, CLOTHING AND FOOTWEAR.						
<i>Dry cleaning—</i>						
Examiner .. ..	27.20	27.20	27.20	27.20	27.20	27.20
Presser .. ..	31.30	31.30	31.30	31.30	31.30	31.30
Receiver and despatcher .. ..	25.50	25.50	25.50	25.50	25.50	25.50
Repairer .. ..	25.50 & 26.35	25.50 & 26.35	25.50 & 26.35	25.50 & 26.35	25.50 & 26.35	25.50 & 26.35
Spotter .. ..	27.90	27.90	27.90	27.90	27.90	27.90
Other adults .. ..	23.90	23.90	23.90	23.90	23.90	23.90
<i>Footwear—Manufacture—</i>						
Adult female .. ..	26.20	26.20	26.20	26.20	26.20	26.20
<i>Millinery—</i>						
Milliner .. ..	26.35	26.35	26.35	26.35	26.35	26.35
<i>Order dressmaking—</i>						
Cutter .. ..	36.00	36.00	36.00	36.00	36.00	36.00
Machinist .. ..	27.90	27.90	27.90	27.90	27.90	27.90
<i>Order tailoring (men's)—</i>						
Coat machinist or table hand .. ..	28.80	28.80	28.80	28.80	28.80	28.80
Cutter .. ..	45.30	45.30	45.30	45.30	45.30	45.30
Tailorress .. ..	33.40	33.40	33.40	33.40	33.40	33.40
Trouser machinist or table hand .. ..	26.75	26.75	26.75	26.75	26.75	26.75
<i>Ready made clothing (men's)—</i>						
Coat machinist or table hand .. ..	27.20	27.20	27.20	27.20	27.20	27.20
Cutter .. ..	41.95	41.95	41.95	41.95	41.95	41.95
Examiner .. ..	27.20	27.20	27.20	27.20	27.20	27.20
Hand sewer of buttons .. ..	24.30	24.30	24.30	24.30	24.30	24.30
Head of table .. ..	27.90	27.90	27.90	27.90	27.90	27.90
Presser .. ..	39.55	39.55	39.55	39.55	39.55	39.55
Trouser machinist or table hand .. ..	26.35	26.35	26.35	26.35	26.35	26.35
<i>Ready made dressmaking—</i>						
Cutter .. ..	28.80	28.80	28.80	28.80	28.80	28.80
Examiner .. ..	27.20	27.20	27.20	27.20	27.20	27.20
Finisher .. ..	27.20	27.20	27.20	27.20	27.20	27.20
Hand sewer of buttons, etc. . . .	24.30	24.30	24.30	24.30	24.30	24.30
Head of table .. ..	27.90	27.90	27.90	27.90	27.90	27.90
Table hand or machinist .. ..	27.20	27.20	27.20	27.20	27.20	27.20
Presser .. ..	27.20	27.20	27.20	27.20	27.20	27.20
Other adults .. ..	23.90	23.90	23.90	23.90	23.90	23.90
<i>Textiles—Cotton mills—</i>						
Spinner .. ..	25.50	25.50	24.95	24.95	..	25.50
Winder and/or reeler .. ..	25.50	25.50	24.95	24.95	..	25.50
<i>Textiles—Knitting mills—</i>						
Examiner .. ..	25.50	25.50	25.48	24.95	24.14	25.50
Finisher .. ..	25.50	25.50	25.48	24.95		25.50
Grader .. ..	25.50	25.50	25.48	24.95		25.50
Knitter .. ..	25.50	25.50	25.48	24.95		25.50
Machinist .. ..	25.95	25.95	25.92	25.40		25.95
Welter and/or overlocker .. ..	25.95	25.95	25.92	25.40		25.95
<i>Textiles—Woolen mills—</i>						
Gill box attendant .. ..	25.50	25.50	24.95	24.95	25.50	25.50
Mender .. ..	26.00	26.00		25.45	26.00	26.00
Weaver .. ..	26.50	26.50		25.95	26.50	26.50
Winder .. ..	25.50	25.50		24.95	25.50	25.50

SECTION VIII.—*continued.*MINIMUM RATES OF WAGE—ADULT FEMALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne.	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$

## FOOD, DRINK AND TOBACCO.

<i>Biscuit and cake making—</i>						
Adult female .. ..	26.00	25.85	25.05	26.48	24.94	23.55
<i>Cereals, condiments, etc.—</i>						
General factory hand ..	26.75	25.50	25.09	25.20	24.94	25.75
<i>Confectionery—</i>						
General hand .. ..	25.75	25.17	25.90	26.48	24.94	25.69
<i>Jam, fruit and vegetable</i>						
<i>canning—</i>						
General hand .. ..	25.35 & 25.75	25.35 & 25.75	25.09	25.35 & 25.75	24.94	25.35 & 25.75
<i>Meat preserving—</i>						
General hand .. ..	26.82	30.62	27.40	23.95	..	..
<i>Pastrycooking—</i>						
Packer .. ..	29.20	24.40	25.75	27.85	26.14	..
Pastrycook .. ..	34.50	30.35	..	28.52	28.84	32.35

## SAWMILLING, FURNITURE, ETC.

<i>Furniture—</i>						
Carpet sewer .. ..	26.45	26.25	..	25.95	25.99	26.80
Machinist (bedding) ..	26.15	25.85	25.80	25.55	25.99	26.40

## PAPER, PRINTING, ETC.

<i>Printing—General—</i>						
Bookbinder .. ..	26.95 to 27.25	26.35 to 26.65	25.10 to 25.40	26.05 to 26.35	26.45 to 26.75	29.90 to 27.20
Cardboard box machinist ..	26.50	25.90	24.65	25.60	26.00	26.45
General hand .. ..	25.40	24.80	23.55	24.50	24.90	25.35
Packer .. ..	26.10 & 26.25	25.50 & 25.65	24.25 & 24.40	25.20 & 25.35	25.60 & 25.75	26.05 & 26.20
Paper pattern making ..	25.40	24.80	23.55	23.55	24.50	25.35
Printing machine feeder ..	26.95	26.35	25.10	26.05	26.45	26.90

## OTHER MANUFACTURING.

<i>Leather goods—Manufacture—</i>						
Leather handbags, etc. ..	38.50	37.70	36.00	37.30	25.79	38.40
<i>Pharmaceutical preparations—</i>						
Filler .. ..	26.40	28.55	..	..	24.94	30.05
General hand .. ..	26.40	25.05	..	..	24.94	24.85
<i>Potteries—</i>						
Adult female .. ..	26.52	25.00	25.60	24.45	23.34	..
<i>Rubber goods—</i>						
Adult female .. ..	24.70	24.10	24.20	23.80	24.20	..
<i>Soap—</i>						
General hand .. ..	25.80	25.50	25.08	25.20	24.44	..

[illegible]

SECTION VIII.—*continued.*MINIMUM RATES OF WAGE—ADULT FEMALES: 31ST DECEMBER, 1964—*continued.*

Industry and Occupation.	Sydney.	Melbourne	Brisbane.	Adelaide.	Perth.	Hobart.
	\$	\$	\$	\$	\$	\$
PUBLIC AUTHORITY (N.E.I.) AND COMMUNITY AND BUSINESS SERVICES.						
<i>Commonwealth vice(a)—</i>						
Accounting machinist, ..	31.28	31.28	31.28	31.28	31.28	31.28
grade I. ..						
Accounting machinist, ..	42.02	42.02	42.02	42.02	42.02	42.02
grade III. ..						
Typist ..	31.28	31.28	31.28	31.28	31.28	31.28
Stenographer, grade I. ..	33.97	33.97	33.97	33.97	33.97	33.97
<i>Hospitals—</i>						
Cook ..	38.50 & 41.50	28.45 to 30.82	29.05 & 29.95	27.08 to 28.00	29.44 to 33.29	27.78 to 34.58
Housemaid ..	29.10	26.42	26.45	24.85 & 25.30	25.94	25.95
Kitchenmaid ..	29.10	27.00	26.45	24.85 & 25.30	25.94	25.95
Laundry worker ..	29.60	26.70	26.45	26.15	25.44	25.95
Nurse ..	36.55 to 45.10	33.65	29.70 & 30.55	31.35 to 32.62	35.29 to 42.09	37.85 to 40.60
Nursing aide ..	27.60 to 30.85	27.82 & 28.58	26.05	25.90 & 26.70	29.24	30.15
Wardmaid ..	29.10	26.42	26.45	24.85 & 25.30	25.94	25.95
Washing machine attendant..	30.10	29.32	26.45	26.15	26.79	28.02

(a) 36½ hours a week.

## AMUSEMENT, HOTELS, PERSONAL SERVICE, ETC.

NOTE.—The rates of wage shown for employees in boarding houses, hotels and restaurants represent the minimum amounts payable where board and lodging are *not* provided.

<i>Boarding houses—</i>						
Cook ..	27.90 to 30.75	26.95 to 28.60	29.30 & 31.45	26.62 to 28.50	27.94 to 32.04	28.35 to 30.80
Housemaid ..	26.75	25.20	25.45	24.90	26.19	25.75
Waitress ..	26.75	25.20	25.45	25.10	26.19	25.75
<i>Cleaners—</i>						
Office cleaner (day) ..	27.50 & 27.80	31.15	26.05	24.40	25.74	28.40
<i>Commercial broadcasting—</i>						
Announcer ..	37.70 & 40.25	37.70 & 40.25	36.40 & 38.95	36.40 & 38.95	35.90	..
<i>Hairdressing—</i>						
Hairdresser ..	32.45	27.58	32.70	33.50	30.14	31.15
<i>Hotels—</i>						
Barmaid ..	29.20	36.30	27.35	36.30	30.34	29.00
Cook ..	27.85 to 38.15	27.25 to 37.55	29.65 to 30.95	27.10 to 32.60	28.34 to 32.04	27.65 to 37.95
Housemaid ..	26.00	25.40	25.90	24.75	26.19	25.80
Kitchenmaid ..	25.60	25.00	25.90	24.75	26.19	25.40
Waitress ..	26.00	25.40	25.90	24.85	26.19	25.80
<i>Laundries—</i>						
Ironer ..	26.40	25.20	25.00	26.45 & 27.05	24.84	23.70
Washing machine attendant..	26.90	32.65	26.50 to 26.85	31.35	25.34	24.95
Other adult ..	26.40	24.20	25.00	26.05	24.84	23.70
<i>Restaurants—</i>						
Cook (single) ..	29.55	28.60	29.20	27.50	29.59	28.35
Pantrymaid ..	27.00	25.00	25.35	24.75	25.94	25.75
Waitress ..	27.00	25.40	25.35	24.95	26.19	25.75
<i>Theatres—</i>						
Ticket seller ..	29.00	29.00	27.15	29.00	29.00	29.00
Usher, ticket taker, etc.(a) ..	26.62 & 27.30	26.62 & 27.30	26.48	26.62 & 27.30	26.62 & 27.30	26.62 & 27.30

(a) 36 hours a week.

## SECTION IX.

## COMMONWEALTH BASIC WAGE RATES—1923 TO 1964.

The following tables show the basic weekly wage rates prescribed for adult males and adult females under periodical decisions of the Commonwealth Court of Conciliation and Arbitration and the Commonwealth Conciliation and Arbitration Commission.

The rates of wage shown include "Powers 3s."\* (or the equivalent thereof) and "Prosperity" loadings, where applicable, and the 10 per cent. reduction operative from February, 1931 to May, 1934. They also include automatic variations in accordance with quarterly changes in retail price index numbers to August, 1953. Since then the rates have been declared as a result of an inquiry. The amount *legally* payable in any specific instance must be determined by reference to the appropriate award.

The rates generally were operative from the beginning of the first pay-period commencing in the month shown or commencing on or after the date shown.

## COMMONWEALTH BASIC WAGE RATES: CAPITAL CITIES.

*For actual rates in £ s. d. operative in the periods shown see Labour Report No. 50, pages 296 to 300.*

## ADULT MALES.

Date Operative.	Sydney.	Mel-bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
1923—	\$	\$	\$	\$	\$	\$	\$
February ..	8.25	8.20	7.30	7.80	7.35	8.15	8.05
May ..	"	8.15	7.35	7.95	7.40	8.30	"
August ..	8.65	8.75	7.50	8.40	7.95	8.75	8.50
November ..	8.90	9.15	7.60	8.55	7.80	8.90	8.75
1924—							
February ..	8.70	8.75	7.75	8.40	7.60	8.95	8.50
May ..	8.60	8.55	7.70	"	7.80	"	8.45
August ..	8.55	8.50	7.50	8.55	7.85	8.85	8.40
November ..	8.45	8.45	"	8.40	7.90	8.80	8.30
1925—							
February ..	8.50	8.40	7.40	8.35	7.95	8.70	8.35
May ..	8.60	8.55	7.50	8.50	8.10	"	8.45
August ..	8.70	8.70	7.65	8.75	8.25	"	8.55
November ..	8.80	8.75	7.70	8.60	8.10	8.55	8.60
1926—							
February ..	8.95	"	7.85	8.55	7.75	8.60	8.65
May ..	9.05	8.85	8.20	8.65	8.15	8.90	8.80
August ..	9.25	9.20	"	8.95	8.40	"	9.05
November ..	9.15	8.90	8.25	8.55	8.15	8.85	9.85
1927—							
February ..	"	8.85	8.30	8.45	8.00	8.70	8.80
May ..	9.05	8.75	8.05	8.60	"	8.65	8.75
August ..	8.95	8.70	7.85	"	8.05	8.55	8.65
November ..	9.05	9.00	7.95	8.80	7.95	8.50	8.80
1928—							
February ..	9.30	8.95	8.05	8.70	8.00	8.40	8.90
May ..	9.15	8.80	7.95	8.75	"	8.25	8.80
August ..	9.20	8.75	"	"	8.40	8.30	"
November ..	9.05	8.60	7.90	8.50	8.50	8.25	8.70
1929—							
February ..	9.10	"	8.00	8.40	"	8.30	"
May ..	9.50	8.95	8.15	8.80	8.60	8.60	9.05
August ..	9.45	9.00	8.05	8.85	8.65	8.55	"
November ..	9.50	"	"	"	8.55	8.60	"

\* Decimal equivalent 30 cents.

SECTION IX.—*continued.*  
COMMONWEALTH BASIC WAGE RATES: CAPITAL CITIES—*continued.*  
ADULT MALES.

Date Operative.	Sydney.	Mel- bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
1930—	\$	\$	\$	\$	\$	\$	\$
February ..	9.55	9.00	8.10	8.70	8.35	8.65	9.05
May ..	9.20	8.60	7.75	8.40	8.25	8.40	8.70
August ..	9.10	8.55	7.30	8.25	8.20	„	8.60
November ..	8.80	8.30	7.05	7.80	7.90	8.20	8.30
1931—							
February (a) ..	7.65	7.02	6.08	6.62	6.62	7.02	7.11
May ..	7.42	6.84	„	6.43	6.66	6.88	6.93
August ..	7.29	6.57	6.03	6.21	6.57	6.71	6.75
November ..	7.07	6.34	5.85	5.81	6.21	6.43	6.52
1932—							
February ..	6.88	„	„	„	6.08	6.48	6.43
May ..	„	6.39	„	5.89	6.17	6.52	6.48
August ..	6.84	6.30	5.76	5.85	„	6.57	6.39
November ..	6.75	6.17	5.67	5.72	5.94	6.43	6.30
1933—							
February ..	6.66	6.03	5.58	5.53	5.81	6.34	6.17
May ..	6.78	6.33	5.93	5.92	5.98	6.48	6.42
August ..	6.69	6.24	5.88	„	5.88	6.38	6.33
November ..	„	6.28	5.93	5.96	6.02	6.39	„
1934—							
February ..	„	6.33	„	6.02	5.92	6.48	6.38
May (a) ..	6.70	6.40	6.10	†6.40	6.60	†6.70	6.50
June ..	6.80	„	6.20	†6.50	„	† „	6.60
September ..	„	„	„	† „	6.80	† „	„
December ..	„	„	„	† „	„	† „	„
1935—							
March ..	„	6.60	„	† „	„	†6.90	„
June ..	„	„	„	„	„	„	„
September ..	„	„	„	„	„	„	„
December ..	7.00	„	6.40	6.70	„	„	6.80
1936—							
March ..	„	„	„	„	„	„	„
June ..	„	„	„	„	„	„	„
September ..	„	„	„	„	„	„	„
December ..	„	6.90	6.60	6.90	7.10	„	„
1937—							
March ..	„	„	„	„	„	„	7.00
June ..	7.20	„	6.80	„	„	„	„
July (a) ..	7.50	7.20	7.10	7.00	7.20	7.20	7.30
September ..	„	7.30	7.00	7.10	7.30	7.30	„
October (a) ..	7.80	7.60	7.30	7.30	7.50	7.50	7.50
December ..	„	7.70	7.40	7.40	„	„	7.60
1938—							
March ..	7.90	„	„	7.50	7.40	7.60	7.70
June ..	„	„	7.50	„	7.50	„	„
September ..	8.00	7.80	„	7.60	7.60	„	„
December ..	8.10	7.90	„	„	„	„	7.80
1939—							
March ..	„	„	„	„	„	„	„
June ..	8.20	8.10	7.70	7.80	7.70	7.70	7.90
September ..	8.10	„	7.60	„	„	„	„
December ..	8.20	8.00	„	7.70	„	„	„
1940—							
February ..	„	8.10	7.70	„	„	7.80	8.00
May ..	8.30	8.20	7.80	7.80	„	„	„
August ..	8.50	8.40	7.90	8.00	7.90	8.00	8.20
November ..	„	„	„	„	8.00	8.10	8.30

(a) Rates declared subsequent to an inquiry. † Except in special cases these rates were subject to graduated deductions so that the increase granted in May, 1934, was, in effect, introduced in stages over the succeeding twelve months.

SECTION IX.—*continued.*COMMONWEALTH BASIC WAGE RATES: CAPITAL CITIES—*continued.*  
ADULT MALES.

Date Operative.	Sydney.	Mel- bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
	\$	\$	\$	\$	\$	\$	\$
1941—							
February ..	8.80	8.60	8.20	8.20	8.10	8.30	8.50
May ..	"	8.70	8.30	8.30	8.20	8.40	8.60
August ..	8.90	"	"	"	8.40	8.50	"
November ..	"	8.80	8.40	8.40	8.50	"	8.70
1942—							
February ..	9.10	8.90	8.60	8.60	8.60	8.70	8.80
May ..	9.30	9.20	8.80	8.80	8.70	8.80	9.00
August ..	9.50	9.40	8.90	9.10	8.90	9.10	9.30
November ..	9.70	9.70	9.10	9.30	9.10	9.20	9.50
1943—							
February ..	9.80	9.80	"	"	9.20	9.40	9.60
May ..	"	"	9.20	"	"	"	"
August ..	10.00	9.90	9.40	9.40	9.40	9.50	9.80
November ..	9.90	9.80	9.30	"	"	"	9.70
1944—							
February ..	"	9.70	"	9.30	9.30	9.40	9.60
May ..	"	"	"	"	"	"	"
August ..	"	9.80	"	"	"	9.30	"
November ..	"	"	"	"	9.40	9.40	"
1945—							
February ..	"	"	"	"	9.30	"	"
May ..	9.80	"	"	"	"	9.30	"
August ..	"	"	"	"	9.40	"	"
November ..	9.90	"	"	"	"	9.40	"
1946—							
February ..	"	"	"	9.40	"	9.50	"
May ..	"	"	9.40	"	"	"	9.70
August ..	10.00	9.90	"	9.50	9.50	9.60	9.80
November ..	10.10	"	"	"	"	9.70	"
December (a) ..	10.80	10.60	10.10	10.20	10.20	10.30	10.50
1947—							
February ..	"	10.70	10.30	"	10.30	10.40	10.60
May ..	11.00	"	10.40	10.30	"	"	"
August ..	"	10.80	"	10.40	10.40	10.50	10.70
November ..	11.20	10.90	10.50	10.60	10.60	10.70	10.90
1948—							
February ..	11.40	11.30	10.70	10.80	10.70	11.00	11.10
May ..	11.60	11.50	11.00	11.10	11.00	11.20	11.40
August ..	12.00	11.70	11.30	11.40	11.20	11.50	11.60
November ..	12.20	12.00	11.50	11.60	11.60	11.80	11.90
1949—							
February ..	12.40	12.30	11.80	11.90	11.80	12.10	12.20
May ..	12.70	12.50	11.90	12.10	12.00	12.40	12.40
August ..	13.00	12.80	12.20	12.40	12.60	12.70	12.70
November ..	13.20	13.00	12.50	12.60	12.90	12.80	12.90
1950—							
February ..	13.50	13.40	12.70	12.90	13.10	13.10	13.30
May ..	13.80	13.70	12.90	13.10	13.30	"	13.50
August ..	14.20	14.00	13.20	13.40	13.60	13.50	13.80
November ..	14.60	14.30	13.50	13.70	13.90	13.90	14.20
December (a) ..	16.50	16.20	15.40	15.80	16.00	16.00	16.20
1951—							
February ..	17.30	17.00	15.90	16.60	16.60	16.50	16.90
May ..	18.00	17.70	16.60	17.10	17.60	17.30	17.60
August ..	19.30	18.90	17.50	18.40	18.80	18.70	18.90
November ..	20.70	19.90	18.50	19.50	19.70	19.90	20.00

(a) Rates declared subsequent to an inquiry.

SECTION IX.—*continued.*COMMONWEALTH BASIC WAGE RATES: CAPITAL CITIES—*continued.*  
ADULT MALES.

Date Operative.	Sydney.	Mel- bourne.	Brisbane.	Adelaide.	Perth.	Hobart.	Six Capitals.
	\$	\$	\$	\$	\$	\$	\$
1952—							
February ..	21.60	20.90	19.90	20.50	20.50	20.80	21.00
May ..	22.30	21.20	20.70	21.10	21.40	21.40	21.60
August ..	23.50	22.40	21.30	22.40	22.20	22.20	22.70
November ..	23.70	22.80	21.60	22.90	22.80	23.00	23.10
1953—							
February ..	23.80	22.90	21.50	22.50	22.90	23.20	23.10
May ..	24.10	23.20	21.70	22.80	23.10	23.90	23.40
August(a) ..	24.30	23.50	21.80	23.10	23.60	24.20	23.60
1956—							
June(b) ..	25.30	24.50	22.80	24.10	24.60	25.20	24.60
1957—							
15th May(b) ..	26.30	25.50	23.80	25.10	25.60	26.20	25.60
1958—							
21st May(b) ..	26.80	26.00	24.30	25.60	26.10	26.70	26.10
1959—							
11th June(b) ..	28.30	27.50	25.80	27.10	27.60	28.20	27.60
1961—							
7th July(b) ..	29.50	28.70	27.00	28.30	28.80	29.40	28.80
1964—							
19th June(b) ..	31.50	30.70	29.00	30.30	30.80	31.40	30.80

## ADULT FEMALES.

	\$	\$	\$	\$	\$	\$	\$
1950—							
December(b) ..	12.35	12.15	11.55	11.85	12.00	12.00	12.15
1951—							
February ..	12.95	12.75	11.90	12.45	12.45	12.35	12.65
May ..	13.50	13.25	12.45	12.80	13.20	12.95	13.20
August ..	14.45	14.15	13.10	13.80	14.10	14.00	14.15
November ..	15.50	14.90	13.85	14.60	14.75	14.90	15.00
1952—							
February ..	16.20	15.65	14.90	15.35	15.35	15.60	15.75
May ..	16.70	15.90	15.50	15.80	16.05	16.05	16.20
August ..	17.60	16.80	15.95	16.80	16.65	16.65	17.00
November ..	17.75	17.10	16.20	17.15	17.10	17.25	17.30
1953—							
February ..	17.85	17.15	16.10	16.85	17.15	17.40	17.30
May ..	18.05	17.40	16.25	17.10	17.30	17.90	17.55
August(a) ..	18.20	17.60	16.35	17.30	17.70	18.15	17.70
1956—							
June(b) ..	18.95	18.35	17.10	18.05	18.45	18.90	18.45
1957—							
15th May(b) ..	19.70	19.10	17.85	18.80	19.20	19.65	19.20
1958—							
21st May(b) ..	20.10	19.50	18.20	19.20	19.55	20.00	19.55
1959—							
11th June(b) ..	21.20	20.60	19.35	20.30	20.70	21.15	20.70
1961—							
7th July(b) ..	22.10	21.50	20.25	21.20	21.60	22.05	21.60
1964—							
19th June(b) ..	23.60	23.00	21.75	22.70	23.10	23.55	23.10

(a) Automatic quarterly adjustments discontinued.

(b) Rates declared subsequent to an inquiry.



SECTION IX.—*continued.*

## COMMONWEALTH BASIC WAGE RATES: TERRITORIES.

## AUSTRALIAN CAPITAL TERRITORY.

Date Operative.	Adult Males.	Adult Females.	Date Operative.	Adult Males.	Adult Females.
	\$	\$		\$	\$
1950—			1953—		
December(a) ..	16.50	12.35	February ..	23.50	17.60
1951—			May ..	23.50	17.60
February ..	17.40	13.05	August(b) ..	23.80	17.85
May ..	18.00	13.50	1956—		
August ..	19.20	14.40	June(a) ..	24.80	18.60
November ..	20.60	15.45	1957—		
1952—			15th May(a) ..	25.80	19.35
February ..	21.70	16.25	1958—		
May ..	22.10	16.55	21st May(a) ..	26.30	19.70
August ..	23.40	17.55	1959—		
November ..	23.60	17.70	11th June(a) ..	27.80	20.85
			1961—		
			7th July(a) ..	29.00	21.75
			1964—		
			19th June(a) ..	31.00	23.25

## NORTHERN TERRITORY.(c)

Date Operative.	Adult Males.		Date Operative.	Adult Males.	
	Darwin.	South of 20th Parallel(d)		Darwin.	South of 20th Parallel.(d)
	\$	\$		\$	\$
1950—			1953—		
December(a) ..	19.08	17.80	February ..	24.80	23.80
1951—			May ..	25.30	23.90
February ..	19.68	(d)18.60	August(b) ..	25.50	24.20
May ..	20.08	(d)19.00	1956—		
August ..	20.98	(d)20.10	June(a) ..	26.50	25.20
November ..	21.00	21.00	1957—		
1952—			15th May(a) ..	27.50	26.20
February ..	22.10	21.90	1958—		
May ..	22.80	22.50	21st May(a) ..	28.00	26.70
August ..	23.40	23.90	1959—		
November ..	24.00	24.30	11th June(a) ..	29.50	28.20
			1961—		
			7th June(a) ..	30.70	29.40
			1964—		
			19th June(a) ..	32.70	31.40

(a) Rates declared subsequent to an inquiry. (b) Automatic quarterly adjustments discontinued.  
(c) The rates exclude special loadings (see pages 132-135). (d) Operative dates as for Darwin basic wage except for rates shown against February, May and August, 1951, which became operative from the first Sunday in March, June and September, respectively.

## SECTION X.

## STATE BASIC WAGE RATES : ADULT MALES AND ADULT FEMALES.

NOTE.—For further particulars as to the determination of State basic wage rates, see pages 135-148. For actual rates in £ s. d. operative in the periods shown see Labour Report No. 50, pages 301 to 306.

## NEW SOUTH WALES STATE BASIC WAGE: SYDNEY RATES.

Date Operative.(a)	Adult Males.	Adult Females.	Date Operative. (a)	Adult Males.	Adult Females.
	\$	\$		\$	\$
1914—	(b)	(b)	1939—		
16th February ..	4.80	..	March ..	8.10	4.35
1915—			June ..	8.20	4.40
13th December ..	5.25	..	September ..	8.10	4.35
1916—			December ..	8.20	4.40
18th August ..	5.55	..	1940—		
1918—			February ..	8.20	4.40
5th September ..	6.00	..	May ..	8.30	4.45
17th December ..	6.00	3.00	August ..	8.50	4.55
1919—			November ..	8.50	4.55
8th October ..	7.70	3.00	1941—		
23rd December ..	7.70	3.90	February ..	8.80	4.75
1920—			May ..	8.80	4.75
8th October ..	8.50	3.90	August ..	8.90	4.80
23rd December ..	8.50	4.30	November ..	8.90	4.80
1921—			1942—		
8th October ..	8.20	4.30	February ..	9.10	4.90
22nd December ..	8.20	4.10	May ..	9.30	5.00
1922—			August ..	9.50	5.10
12th May ..	7.80	4.10	November ..	9.70	5.25
9th October ..	7.80	3.95	1943—		
1923—			February ..	9.80	5.30
10th April ..	7.90	4.00	May ..	9.80	5.30
7th September ..	8.20	4.15	August ..	10.00	5.40
1925—			November ..	9.90	5.35
24th August ..	8.40	4.25	1944—		
1927—			February ..	9.90	5.35
27th June ..	8.50	4.60	May ..	9.90	5.35
1929—			August ..	9.90	5.35
20th December ..	8.25	4.45	November ..	9.90	5.35
1932—			1945—		
26th August ..	7.00	3.80	February ..	9.90	5.35
1933—			May ..	9.90	5.35
11th April ..	6.85	3.70	August ..	10.00	5.40
20th October ..	6.65	3.60	November ..	10.10	5.45
1934—			December ..	10.80	5.85
26th April ..	6.75	3.65	1946—		
1935—			February ..	9.90	5.35
18th April ..	6.85	3.70	May ..	9.90	5.35
1936—			August ..	10.00	5.40
24th April ..	6.90	3.75	November ..	10.10	5.45
27th October ..	7.00	3.80	December ..	10.80	5.85
1937—			1947—		
27th April ..	7.15	3.85	February ..	10.80	5.85
	(c)	(d)	May ..	11.00	5.95
October ..	7.80	4.20	August ..	11.00	5.95
December ..	7.80	4.20	November ..	11.20	6.05
1938—			1948—		
March ..	7.90	4.20	February ..	11.40	6.15
June ..	7.90	4.25	May ..	11.60	6.25
September ..	8.00	4.35	August ..	12.00	6.50
December ..	8.10	4.35	November ..	12.20	6.60
			1949—		
			February ..	12.40	6.70
			May ..	12.70	6.85
			August ..	13.00	7.00
			November ..	13.20	7.15

NOTE.—For footnotes see next page.

SECTION X.—*continued.*NEW SOUTH WALES STATE BASIC WAGE: SYDNEY RATES—*continued.*

Date Operative.(a)	Adult Males.	Adult Females.	Date Operative.(a)	Adult Males.	Adult Females.
	\$	\$		\$	\$
1950—			1958—		
February ..	13.50	7.30	February ..	26.90	20.15
May ..	13.80	7.45	May ..	27.40	20.55
August ..	14.20	7.65	August ..	27.40	20.55
November ..	14.60	7.90	November ..	27.30	20.45
December ..	16.50	(e) 12.35	1959—		(h)
1951—			February ..	27.50	20.60
February ..	17.30	12.95	May ..	27.60	20.70
May ..	18.00	13.50	August ..	27.70	20.75
August ..	19.30	14.45	November ..	27.90	20.90
November ..	20.70	15.50	1960—		
1952—			February ..	28.30	21.20
February ..	21.60	16.20	May ..	28.50	21.35
May ..	22.30	16.70	August ..	28.80	21.60
August ..	23.50	17.60	November ..	29.40	22.05
November ..	23.70	17.75	1961—		
1953—			February ..	29.70	22.25
February ..	23.80	17.85	May ..	29.90	22.40
May ..	24.10	18.05	August ..	30.20	22.65
August(f) ..	24.30	18.20	November ..	30.10	22.60
1955—			1962—		
November(g) ..	25.30	18.95	February ..	30.00	22.50
1956—			May ..	30.00	22.50
February ..	25.50	19.10	August ..	29.90	22.45
May ..	25.60	19.20	November ..	30.00	22.50
August ..	26.30	19.70	1963—		
November ..	27.40	20.55	February ..	30.10	22.60
1957—			May ..	30.20	22.65
February ..	27.00	20.25	August ..	30.30	22.75
May ..	26.80	20.10	November ..	30.30	22.75
August ..	27.00	20.25	1964—		
November ..	27.00	20.25	February ..	30.30	22.75
			May(f) ..	30.50	22.90
			19th June(i) ..	31.50	23.60

(a) Except where dates are quoted, rates were operative from the beginning of the first pay-period commencing in the month shown. (b) From February, 1914 to April, 1937, rates shown are those declared by the appropriate industrial tribunal in New South Wales. (c) From October, 1937 to August, 1953, male rates are those of the Commonwealth Court of Conciliation and Arbitration.

(d) From October, 1937 to November, 1950, female rates were 54 per cent. of male rates. (e) Female rates increased to 75 per cent. of male rate. (f) Automatic adjustments discontinued. (g) Automatic adjustments reintroduced. (h) See p. 137 regarding legislation providing for equal pay for females. (i) Rates same as Commonwealth basic wage rates.

## VICTORIAN STATE BASIC WAGE: MELBOURNE RATES.

NOTE.—Although there is no provision in Victorian industrial legislation for the declaration of a State basic wage, Wages Boards have generally adopted a basic wage in determining minimum rates. Prior to November, 1953, Wages Boards usually adopted Commonwealth basic wage rates (see page 138). Rates generally adopted thereafter are shown below.

Date Operative.(a)	Adult Males.	Adult Females.	Date Operative.(a)	Adult Males.	Adult Females.
	\$	\$		\$	\$
1953—			1956—		
November ..	23.70	17.75	February ..	25.10	18.80
1954—			May ..	25.60	19.20
February ..	23.80	17.85	August(b) ..	26.30	19.70
May ..	23.70	17.75	1959—		
August ..	23.60	17.70	June/Jul.(c) ..	27.50	20.60
November ..	23.40	17.55	1961—		
1955—			July/August (d) ..	28.70	21.50
February ..	23.50	17.60	1964—		
May ..	23.70	17.75	June/July(c) ..	30.70	23.00
August ..	24.00	18.00			
November ..	24.60	18.45			

(a) To August, 1956, rates were operative from the beginning of the first pay-period commencing in the month shown. (b) Automatic adjustments discontinued. (c) In June and July, Wages Boards adopted Commonwealth basic wage rates for Melbourne. (d) Wages Boards adopted Commonwealth rates during July and August. For actual dates of operation, see particular determinations.

SECTION X.—*continued.*

## QUEENSLAND STATE BASIC WAGE: BRISBANE RATES.(a)

Date Operative.	Adult Males.	Adult Females.	Date Operative.	Adult Males.	Adult Females.
	\$	\$		\$	\$
1921—			1951—		
1st March ..	8.50	4.30	5th February ..	15.90	10.55
1922—			30th April ..	16.60	11.00
1st March ..	8.00	4.10	30th July ..	17.50	11.60
1925—			29th October ..	18.50	12.30
28th September ..	8.50	4.30	1952—		
1930—			4th February ..	19.90	13.30
1st August ..	8.90	4.10	28th April ..	20.70	13.85
1st December ..	7.70	3.95	28th July ..	21.30	14.25
1931—			3rd November ..	21.60	14.45
1st July ..	7.40	3.90	1953—		
1937—			4th May ..	21.80	14.60
1st April ..	7.80	4.10	3rd August ..	21.90	14.70
1938—			2nd November ..	22.20	14.90
1st April ..	8.10	4.30	1954—		
1939—			1st February ..	22.50	15.10
7th August ..	8.40	4.50	1955—		
1941—			1st August ..	22.70	15.25
31st March ..	8.90	4.80	24th October ..	22.90	15.40
1942—			1956—		
4th May ..	9.10	4.95	23rd April ..	23.30	15.70
3rd August ..	9.20	5.00	23rd July ..	23.70	16.00
2nd November ..	9.40	5.15	29th October ..	24.10	16.25
1943—			1957—		
3rd May ..	9.50	5.25	29th April ..	23.90	16.25
2nd August ..	9.70	5.45	29th July ..	24.10	16.25
1946—			1958—		
5th August ..	9.80	5.55	27th January ..	24.40	16.45
23rd December ..	10.50	6.05	28th April ..	24.80	16.75
1947—			28th July ..	25.40	17.20
10th February ..	10.70	6.25	27th October ..	25.60	17.35
28th April ..	10.80	6.35	1959—		
27th October ..	10.90	6.45	2nd February ..	26.00	17.65
1948—			27th April ..	26.30	17.90
2nd February ..	11.10	6.65	26th October ..	26.70	18.20
26th April ..	11.40	6.85	1960—		
2nd August ..	11.70	7.05	1st February ..	26.90	18.40
1st November ..	11.90	7.25	2nd May ..	27.10	18.60
1949—			1st August ..	27.30	18.80
31st January ..	12.20	7.45	31st October ..	27.60	19.10
2nd May ..	12.30	7.55	1961—		
1st August ..	12.60	7.75	30th January ..	28.00	19.40
31st October ..	12.90	7.95	1st May (b) (c) ..	28.00	21.00
1950—			29th May (c) ..	28.40	21.30
30th January ..	13.10	8.15	1963—		
1st May ..	13.30	8.35	6th May(c) ..	28.60	21.45
31st July ..	13.60	8.55	1964—		
30th October ..	13.90	8.75	13th July(c) ..	30.00	22.50
7th December ..	15.40	10.25	7th December(c) .	30.60	22.95
			1965—		
			29th March(c) ..	30.90	23.20
			20th Sept.(c) ..	31.40	23.55

(a) Rates shown operate throughout the Southern Division (Eastern District). For other areas of the State, allowances are added to both the male and female basic wage rates (see page 143).

(b) Female rate increased to 75 per cent. of male rate.

(c) Rates declared subsequent to an inquiry.

SECTION X.—*continued*.  
SOUTH AUSTRALIAN STATE BASIC WAGE.(a)

Date Operative.	Adult Males.	Adult Females.	Date Operative.	Adult Males.	Adult Females.
	\$	\$		\$	\$
1921—			1947—		
4th August ..	7.95	..	7th January ..	10.20	5.70
1st September ..	7.95	3.50	21st August ..	10.40	5.80
1922—			13th November ..	10.60	5.90
27th April ..	7.75	3.50	1948—		
1923—			8th July ..	11.70	6.65
8th November ..	7.85	3.50	1949—		
1924—			19th May ..	12.50	6.85
15th May ..	8.20	3.50	1950—	(b)	
13th November ..	8.20	3.80	February ..	12.90	7.02
1925—			May ..	13.10	7.14
13th August ..	8.55	3.80	August ..	13.40	7.32
3rd September ..	8.55	3.95	November ..	13.70	7.49
1930—			4th December ..	15.80	(c)11.85
30th October ..	7.50	3.95	1951—		
1931—			February ..	16.60	12.45
15th January ..	7.50	3.50	May ..	17.10	12.80
10th September ..	6.30	3.50	August ..	18.40	13.80
24th December ..	6.30	3.15	November ..	19.50	14.60
1933—			1952—		
4th May ..	6.30	3.15	February ..	20.50	15.35
1935—			May ..	21.10	15.80
7th November ..	6.60	3.15	August ..	22.40	16.80
1936—			November ..	22.90	17.15
16th January ..	6.60	3.30	1953—		
1937—			February ..	22.50	16.85
7th January ..	6.95	3.30	May ..	22.80	17.10
29th April ..	6.95	3.48	August(d) ..	23.10	17.30
25th November ..	7.40	3.65	1956—		
1939—			4th June ..	24.10	18.05
5th January ..	7.80	3.80	1957—		
1940—			20th May ..	25.10	18.80
28th November ..	8.40	4.10	1958—		
1941—			26th May ..	25.60	19.20
27th November ..	8.70	4.35	1959—		
1942—			15th June ..	27.10	20.30
15th October ..	9.40	4.62	1961—		
1946—			10th July ..	28.30	21.20
26th September ..	9.85	5.50	1964—		
			22nd June ..	30.30	22.70

(a) Rates shown operate throughout the whole of the State with the exception of Whyalla and nearby areas, where, since May, 1947, a loading of 50c. a week for adult males has been payable. (b) From February, 1950, adult male rates have been the same as Commonwealth basic wage rates for Adelaide. (c) Commonwealth basic wage rate for adult females adopted. Female rate 75 per cent. of male rate. (d) Automatic adjustments discontinued.

SECTION X.—*continued.*

## WESTERN AUSTRALIAN STATE BASIC WAGE: METROPOLITAN AREA.(a)

Date Operative.	Adult Males.	Adult Females.	Date Operative.	Adult Males.	Adult Females.
	\$	\$		\$	\$
1926—			1939—		
1st July ..	8.50	4.59	1st March ..	8.11	4.38
1927—			24th April ..	8.22	4.43
1st July ..	8.50	4.59	1st July ..	8.22	4.43
1928—			26th July ..	8.22	4.43
1st July ..	8.50	4.59	27th October ..	8.22	4.43
1929—			1940—		
1st July ..	8.70	4.70	26th February ..	8.22	4.43
1930—			3rd May ..	8.22	4.43
1st July ..	8.60	4.64	1st July ..	8.27	4.47
1931—			31st July ..	8.53	4.61
3rd March ..	7.80	4.22	26th October ..	8.53	4.61
1st July ..	7.80	4.22	1941—		
18th August ..	7.80	4.22	26th February ..	8.69	4.69
5th November ..	7.35	3.97	28th April ..	8.80	4.75
1932—			28th July ..	9.04	4.88
29th February ..	7.20	3.89	1942—		
3rd May ..	7.20	3.89	8th August ..	9.49	5.12
1st July ..	7.20	3.89	November(b) ..	9.78	5.28
8th August ..	7.20	3.89	1943—		
2nd November ..	7.05	3.81	1st March ..	9.88	5.33
1933—			1st July ..	9.91	5.35
28th February ..	6.90	3.72	August(b) ..	10.11	5.46
16th May ..	6.90	3.72	1944—		
1st July ..	6.80	3.68	28th February ..	9.97	5.38
3rd August ..	6.92	3.74	1st July ..	9.99	5.39
24th October ..	6.92	3.74	26th October ..	9.99	5.39
1934—			1945—		
27th February ..	6.92	3.74	28th February ..	9.99	5.39
1st May ..	6.92	3.74	1st July ..	10.01	5.41
1st July ..	6.95	3.75	1946—		
1st August ..	7.10	3.83	13th May ..	10.11	5.46
2nd November ..	7.10	3.83	1st July ..	10.11	5.46
1935—			22nd July ..	10.21	5.51
27th February ..	7.10	3.83	1947—		
24th May ..	7.10	3.83	4th February ..	10.21	5.51
1st July ..	7.05	3.81	26th February ..	10.71	5.78
9th September ..	7.05	3.81	1st July ..	10.78	5.82
4th November ..	7.05	3.81	23rd July ..	10.92	5.90
1936—			30th October ..	11.08	5.98
2nd March ..	7.05	3.81	1948—		
13th May ..	7.05	3.81	2nd February ..	11.28	6.09
1st July ..	7.05	3.81	26th April ..	11.58	6.25
12th August ..	7.20	3.89	26th July ..	11.74	6.34
16th November ..	7.38	3.98	1st November ..	12.16	6.57
1937—			1949—		
1st March ..	7.38	3.98	9th February ..	12.48	6.73
14th May ..	7.38	3.98	2nd May ..	12.71	6.87
1st July ..	7.38	3.98	21st July ..	13.32	7.19
26th July ..	7.49	4.04	24th October ..	13.59	7.34
29th October ..	7.49	4.04	1950—		
1938—			31st January ..	13.81	7.46
8th February ..	7.49	4.04	1st May ..	14.00	7.56
1st July ..	8.00	4.32	31st July ..	14.35	7.75
29th July ..	8.11	4.38	23rd October ..	14.65	7.91
2nd November ..	8.11	4.38	18th December ..	16.65	9.41

NOTE.— For footnotes *see* next page.

SECTION X.—*continued.*WESTERN AUSTRALIAN STATE BASIC WAGE: METROPOLITAN  
AREA.(a)—*continued.*

Date Operative.	Adult Males.	Adult Females.	Date Operative.	Adult Males.	Adult Females.
	\$	\$		\$	\$
1951—			1958—		
29th January ..	17.29	9.78	7th February ..	26.85	17.45
30th April ..	18.42	10.41	28th April ..	26.85	17.45
23rd July ..	19.67	11.11	4th August ..	27.22	17.70
22nd October ..	20.57	11.63	27th October ..	27.34	17.78
1st December(c)	20.57	13.37	1959—		
1952—			27th January ..	27.34	17.78
29th January ..	21.41	13.92	27th April ..	27.51	17.88
28th April ..	22.38	14.55	27th July ..	27.86	18.11
28th July ..	23.22	15.10	26th October ..	28.15	18.30
27th October ..	23.85	15.50	1960—		
1953—			30th January(d) ..	28.15	21.12
27th January ..	23.85	15.50	2nd May ..	28.63	21.48
27th April ..	24.18	15.72	25th July ..	29.22	21.92
27th July ..	24.65	16.02	24th October ..	29.46	22.09
13th November ..	24.65	16.02	1961—		
1955—			31st January ..	29.66	22.24
9th August ..	25.24	16.41	1st May ..	29.92	22.44
2nd November ..	25.24	16.41	31st July ..	30.05	22.54
1956—			30th October ..	29.88	22.41
31st January ..	25.37	16.49	1962—		
23rd April ..	25.71	16.71	23rd January ..	29.88	22.41
23rd July ..	26.15	17.00	19th April ..	29.88	22.41
29th October ..	26.52	17.23	20th July ..	29.88	22.41
1957—			22nd October ..	29.88	22.41
25th January ..	26.62	17.31	1963—		
26th April ..	26.88	17.48	22nd April ..	30.02	22.52
19th July ..	27.28	17.72	29th July ..	30.15	22.61
28th October ..	27.28	17.72	1964—		
			27th April ..	30.42	22.82
			22nd Sept.(e)(f)	30.80	23.10
			26th October(f)	31.12	23.34
			1965—		
			26th April(f) ..	31.47	23.60
			26th July(f) ..	31.78	23.84
			16th November(f)	31.96	23.97

(a) Within a radius of 15 miles of the G.P.O., Perth. Other rates were declared for the South-West Land Division, and for the Goldfields area and all other parts of the State. (b) Operative from the beginning of the first pay-period commencing in the month. (c) Female rate increased to 65 per cent. of male rate. (d) Female rate increased to 75 per cent. of male rate. (e) Rates declared subsequent to an inquiry. (f) Rates apply to whole of State.

## TASMANIAN STATE BASIC WAGE: HOBART RATES.

NOTE.—No provision is made in Tasmanian industrial legislation for the declaration of a State basic wage. Prior to February, 1956, most Wages Boards generally adopted Commonwealth basic wage rates (see page 147). Rates generally adopted thereafter are shown below.

Date Operative.(a)	Adult Males.	Adult Females.	Date Operative.(a)	Adult Males.	Adult Females.
1956—	\$	\$	1959—	\$	\$
February ..	25.90	19.42	July(c) ..	28.20	21.15
May ..	26.80	20.10	1961—		
August(b) ..	27.20	20.40	July(c) ..	29.40	22.05
			1964—		
			19th June(d) ..	31.40	23.55

(a) Rates operative from the beginning of the first pay-period commencing in the month shown. (b) Automatic adjustments discontinued. (c) Most Wages Boards adopted Commonwealth basic wage rates from July. (d) Most Wages Boards adopted Commonwealth basic wage rates from the date shown.

## SECTION XI.

## INDUSTRIAL DISPUTES(a): AUSTRALIA.

Year.	Number.	Workers Involved.			Working Days Lost.		Estimated Loss in Wages. (\$'000.)
		Directly.	Indirectly (b).	Total.	Number.	Average Days per Worker Involved.	
1913 .. ..	208	33,493	16,790	50,283	622,535	12.38	576
1914 .. ..	337	43,073	27,976	71,049	993,153	13.98	1,000
1915 .. ..	358	57,005	24,287	81,292	682,960	8.40	700
1916 .. ..	508	128,546	42,137	170,683	1,644,753	9.64	1,890
1917 .. ..	444	154,061	19,909	173,970	4,689,316	26.95	5,284
1918 .. ..	298	42,553	13,886	56,439	539,593	9.56	690
1919 .. ..	460	100,300	57,291	157,591	4,303,738	27.31	5,238
1920 .. ..	554	102,519	53,047	155,566	3,587,267	23.06	4,740
1921 .. ..	624	120,198	44,903	165,101	1,286,185	7.79	1,940
1922 .. ..	445	100,263	16,069	116,332	858,685	7.38	1,504
1923 .. ..	274	66,093	10,228	76,321	1,145,977	15.02	2,552
1924 .. ..	504	132,569	19,877	152,446	918,646	6.03	1,836
1925 .. ..	499	154,599	22,147	176,746	1,128,570	6.39	2,216
1926 .. ..	360	80,768	32,266	113,034	1,310,261	11.59	2,832
1927 .. ..	441	157,581	43,176	200,757	1,713,581	8.54	3,354
1928 .. ..	287	82,349	14,073	96,422	777,278	8.06	1,550
1929 .. ..	259	87,493	17,111	104,604	4,461,478	42.65	9,138
1930 .. ..	183	51,972	2,250	54,222	1,511,241	27.87	3,184
1931 .. ..	134	34,541	3,126	37,667	245,991	6.53	456
1932 .. ..	127	29,329	3,588	32,917	212,318	6.45	332
1933 .. ..	90	26,988	3,125	30,113	111,956	3.72	190
1934 .. ..	155	46,963	3,895	50,858	370,386	7.28	636
1935 .. ..	183	44,813	2,509	47,322	495,124	10.46	782
1936 .. ..	235	57,118	3,469	60,587	497,248	8.21	938
1937 .. ..	342	92,121	4,052	96,173	557,111	5.79	1,014
1938 .. ..	376	132,480	11,474	143,954	1,337,994	9.29	2,608
1939 .. ..	416	143,228	9,602	152,830	459,154	3.00	912
1940 .. ..	350	178,939	13,658	192,597	1,507,252	7.83	3,432
1941 .. ..	567	240,845	7,262	248,107	984,174	3.97	2,000
1942 .. ..	602	166,167	3,096	169,263	378,195	2.23	912
1943 .. ..	785	288,028	8,075	296,103	990,151	3.34	2,308
1944 .. ..	941	260,792	15,566	276,358	912,752	3.30	2,224
1945 .. ..	945	299,641	16,297	315,938	2,119,641	6.71	5,120
1946 .. ..	869	331,865	16,683	348,548	1,947,844	5.59	4,596
1947 .. ..	982	280,718	46,419	327,137	1,338,728	4.09	3,798
1948 .. ..	1,141	301,025	16,124	317,149	1,662,686	5.24	4,594
1949 .. ..	849	260,720	3,857	264,577	1,333,990	5.04	5,224
1950 .. ..	1,276	391,481	40,220	431,701	2,062,888	4.78	8,332
1951 .. ..	1,344	380,421	28,171	408,592	872,974	2.14	4,512
1952 .. ..	1,627	488,178	17,556	505,734	1,163,504	2.30	6,880
1953 .. ..	1,459	483,800	12,246	496,046	1,050,830	2.12	6,674
1954 .. ..	1,490	355,580	14,494	370,074	901,639	2.44	6,042
1955 .. ..	1,532	424,340	20,307	444,647	1,010,884	2.27	6,621
1956 .. ..	1,306	414,590	13,393	427,983	1,121,383	2.62	7,934
1957 .. ..	1,103	325,995	11,048	337,043	630,213	1.87	4,617
1958 .. ..	987	275,573	7,276	282,849	439,890	1.56	3,181
1959 .. ..	869	229,469	8,002	237,471	365,039	1.54	2,754
1960 .. ..	1,145	592,053	11,226	603,279	725,107	1.20	5,854
1961 .. ..	815	288,526	11,831	300,357	606,811	2.02	5,448
1962 .. ..	1,183	330,823	23,030	353,853	508,755	1.44	4,244
1963 .. ..	1,250	398,567	14,141	412,708	581,568	1.41	4,991
1964 .. ..	1,334	528,817	16,811	545,628	911,358	1.67	8,561

(a) Refers only to disputes involving a stoppage of work of 10 man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute.

NOTE.—Particulars of all disputes in progress during any year are included in the annual figures whether the dispute commenced in that year or was in progress at the beginning of the year. Consequently, details of the number of disputes and workers involved in disputes which commenced in any year and were still in progress during the following year are included in the figures for both years.



**SECTION XII.**  
**TRADE UNIONS: NUMBER AND MEMBERSHIP.(a) AUSTRALIA.**

Year.				Number of Unions.	Number of Members. (000)		
					Males.	Females	Persons.
1912	..	..	..	408	415.5	17.7	433.2
1913	..	..	..	432	477.6	20.3	497.9
1914	..	..	..	430	500.7	22.6	523.3
1915	..	..	..	415	499.1	28.9	528.0
1916	..	..	..	392	507.0	39.6	546.6
1917	..	..	..	389	518.6	45.6	564.2
1918	..	..	..	394	531.1	50.7	581.8
1919	..	..	..	394	564.3	63.4	627.7
1920	..	..	..	388	606.6	77.8	684.4
1921	..	..	..	382	622.5	80.5	703.0
1922	..	..	..	387	616.9	86.0	702.9
1923	..	..	..	383	608.8	90.9	699.7
1924	..	..	..	376	640.8	88.4	729.2
1925	..	..	..	382	699.4	96.3	795.7
1926	..	..	..	372	745.7	105.8	851.5
1927	..	..	..	369	793.2	118.5	911.7
1928	..	..	..	379	785.2	126.3	911.5
1929	..	..	..	374	774.0	127.2	901.2
1930	..	..	..	362	735.8	120.0	855.8
1931	..	..	..	362	656.1	112.9	769.0
1932	..	..	..	361	630.7	110.1	740.8
1933	..	..	..	356	626.3	113.1	739.4
1934	..	..	..	355	641.4	121.2	762.6
1935	..	..	..	354	662.4	128.4	790.8
1936	..	..	..	356	685.8	129.0	814.8
1937	..	..	..	358	720.6	135.7	856.3
1938	..	..	..	366	748.8	136.4	885.2
1939	..	..	..	380	778.4	137.1	915.5
1940	..	..	..	381	806.6	149.3	955.9
1941	..	..	..	374	886.7	189.0	1,075.7
1942	..	..	..	377	943.5	238.9	1,182.4
1943	..	..	..	375	936.0	268.9	1,204.9
1944	..	..	..	370	944.8	274.0	1,218.8
1945	..	..	..	362	941.3	259.1	1,200.4
1946	..	..	..	392	1,028.6	255.8	1,284.4
1947	..	..	..	395	1,087.4	278.1	1,365.5
1948	..	..	..	364	1,172.7	283.1	1,455.8
1949	..	..	..	349	1,226.8	294.1	1,520.9
1950	..	..	..	360	1,301.8	303.5	1,605.3
1951	..	..	..	359	1,368.7	321.6	1,690.3
1952	..	..	..	360	1,354.2	283.3	1,637.5
1953	..	..	..	365	1,381.1	298.7	1,679.8
1954	..	..	..	371	1,448.2	339.3	1,787.5
1955	..	..	..	372	1,464.0	337.9	1,801.9
1956	..	..	..	375	1,470.6	340.8	1,811.4
1957	..	..	..	373	1,464.0	346.2	1,810.2
1958	..	..	..	370	1,465.7	345.5	1,811.2
1959	..	..	..	369	1,494.7	356.0	1,850.7
1960	..	..	..	363	1,534.4	378.0	1,912.4
1961	..	..	..	355	1,521.9	372.7	1,894.6
1962	..	..	..	347	1,561.9	388.6	1,950.5
1963	..	..	..	347	1,588.5	415.0	2,003.5
1964	..	..	..	340	1,624.0	430.8	2,054.8

(a) Number of separate unions (without interstate duplication) and membership at the end of the years shown.

# INDEX

	PAGE
"A" Series Retail Price Index .. .. .	5
Accidents, Industrial .. .. .	213
Acts Regulating Industrial Matters .. .. .	47, 53
Arbitration, Industrial—	
Acts Regulating .. .. .	47, 52
Australian Capital Territory .. .. .	51
Coal Industry .. .. .	50
Commonwealth Conciliation and Arbitration Commission .. .. .	48, 99
Commonwealth Industrial Court .. .. .	48
Commonwealth Public Service .. .. .	51
Maritime Industries .. .. .	50
Snowy Mountains Area .. .. .	50
State Tribunals .. .. .	51, 52
Arbitrator, Commonwealth Public Service .. .. .	51
Associations—	
Employers' .. .. .	229
Labour (Employees') .. .. .	224, 229, 230
Average Weekly Earnings .. .. .	79, 275-278
Awards, Determinations and Agreements, Incidence of .. .. .	57
"B" Series Retail Price Index .. .. .	5
Basic Materials and Foodstuffs Wholesale Price Index .. .. .	41
Basic Wage—	
Commonwealth .. .. .	99
Females .. .. .	130
"Harvester" .. .. .	100
1930-31, 1932, 1933 Inquiries .. .. .	101
1934 Inquiry .. .. .	101
1937 Inquiry ("Prosperity" Loadings) .. .. .	102
December, 1939 Judgment .. .. .	102
1940 Inquiry .. .. .	102
1946 Inquiry ("Interim") .. .. .	103
1949-50 Inquiry .. .. .	103
1952-53 Inquiry .. .. .	104
1956 Inquiry .. .. .	105
1956-57 Inquiry .. .. .	105
1958 Inquiry .. .. .	106
1959 Inquiry .. .. .	107
1960 Inquiry .. .. .	108
1960 Differential Basic Wage Inquiries .. .. .	109
1961 Inquiry .. .. .	109
1962 Inquiry .. .. .	115
1963 Inquiry .. .. .	116
1964 Inquiry .. .. .	117
National Wage Cases, 1965 .. .. .	129
Rates Operative .. .. .	130, 296-306
States, Rates, etc. .. .. .	135-148, 301-306
Territories—	
Australian Capital Territory .. .. .	131
Northern Territory .. .. .	131
Benefits—	
Sickness and Special .. .. .	199
Unemployment .. .. .	199, 201
Boards, Wages and Industrial .. .. .	51, 52
"C" Series Retail Price Index .. .. .	5-7, 38
Central Labour Organizations .. .. .	230

	PAGE
Child Endowment .. .. .	170
Civilian Employees .. .. .	193
Coal Industry Tribunal .. .. .	50
Mines, Accidents .. .. .	214
Committees, Industrial, International Labour Organisation .. .. .	233
Commonwealth Conciliation and Arbitration Commission .. .. .	48, 99
Court of Conciliation and Arbitration .. .. .	48, 99
Employment Service .. .. .	197
Industrial Court .. .. .	48, 53
Public Service Arbitrator .. .. .	51
Conciliation and Arbitration Commission, Commonwealth .. .. .	48, 99
Conference, International Labour .. .. .	232
Consumer Price Index .. .. .	6-40
Housing Group .. .. .	16
Linking of Short-term Indexes .. .. .	10-12
List of Items .. .. .	3, 21, 31-37
Notes on Components .. .. .	15
Origin .. .. .	6
Prices and Standards .. .. .	14
Publication of Index Numbers .. .. .	21
Purpose, Scope and Composition .. .. .	8
Special Aspects, Canberra .. .. .	20
Structure .. .. .	10
Tables of Index Numbers .. .. .	22-30
Weights .. .. .	8, 9, 11-14, 31-37
Conventions and Recommendations, International Labour Organisation .. .. .	233
"Cost of Living" .. .. .	4, 8
Court, Commonwealth Industrial .. .. .	48, 53
Court of Conciliation and Arbitration, Commonwealth .. .. .	48, 99
"Court" Index .. .. .	6, 102-104
"D" Series Retail Price Index .. .. .	5
Deaths, Mining Accidents .. .. .	214
Defence Forces .. .. .	193
Disputes, Industrial .. .. .	202, 307
Causes .. .. .	208
Duration .. .. .	207
Methods of Settlement .. .. .	210
Wages Lost .. .. .	202-208, 307
Workers Involved .. .. .	202-208, 307
Working Days Lost .. .. .	202-208, 307
Graph .. .. .	224
Earnings and Hours, Average Weekly .. .. .	79, 275-278
Survey, September, 1960 .. .. .	80
Survey, October, 1961 .. .. .	83
Surveys .. .. .	85
Electrical Installation Materials, Wholesale Price Index .. .. .	44
Employees' Associations .. .. .	224, 229, 230
Employers' Associations .. .. .	229
Employers' Total Wage Case, 1964 .. .. .	117, 125
Employment .. .. .	172
Service, Commonwealth .. .. .	197
Endowment, Child .. .. .	170
Federated Trade Unions .. .. .	228
Field Collection of Retail Prices .. .. .	1
Forty-four-hour week .. .. .	74
Forty-hour week .. .. .	75

	PAGE
Government Employees .. .. .	196
Graphs .. .. .	facing pages 192, 193 and 224
"Harvester" Wage .. .. .	100
Hourly Rates of Wage .. .. .	69-74, 270, 274
Hours and Earnings, Surveys .. .. .	85
of Work .. .. .	60, 74-78
Females .. .. .	76, 78
Males .. .. .	76, 78
Standard .. .. .	74, 109
Indexes—	
See Minimum Wage Rate Index.	
Retail Price Indexes.	
Wholesale Price Indexes.	
Index Numbers—	
Average Weekly Earnings .. .. .	79, 278
Hours of Work .. .. .	60, 77, 78
Wage Rate—	
Minimum—	
Females .. .. .	60, 67-69, 72-74, 272-274
Males .. .. .	60-64, 70-72, 255, 257, 271
See also Minimum Wage Rate Index.	
Retail Price Index Numbers.	
Wholesale Price Index Numbers.	
Industrial Accidents .. .. .	213
Acts .. .. .	47, 52
Awards, etc., Incidence of .. .. .	57
Boards .. .. .	51, 52
Committees, International Labour Organisation .. .. .	233
Court, Commonwealth .. .. .	48
Disputes. (See "Disputes".)	
Legislation .. .. .	47, 52
Tribunals, Acts .. .. .	47, 52
Methods of Administration .. .. .	47
"Interim" Basic Wage Inquiry, 1946 .. .. .	103
Interim Retail Price Index .. .. .	5
International Comparisons—	
Retail Price Index Numbers .. .. .	39, 40
Retail Prices of Foods .. .. .	244-246
Wholesale Price Index Numbers .. .. .	46
International Labour Conference .. .. .	232
Organisation .. .. .	231
Conventions and Recommendations .. .. .	233
Governing Body .. .. .	233
Industrial Committees .. .. .	233
Interstate or Federated Trade Unions .. .. .	228
Labour Conference, International .. .. .	232
Organizations .. .. .	224
Central .. .. .	230
Laws Regulating Industrial Matters .. .. .	47, 52
Leave—	
Annual .. .. .	155
Commonwealth .. .. .	156
States .. .. .	159-161
Long Service .. .. .	161
Commonwealth .. .. .	162
States .. .. .	159-161
Three Weeks' Annual Leave Inquiry, 1960 .. .. .	156
Three Weeks Annual Leave Inquiry, 1962 .. .. .	156
Three Weeks' Annual Leave Inquiry, 1963 .. .. .	158

	PAGE
Legislation, Industrial .. .. .	47, 52
Workers' Compensation .. .. .	215
"Loadings" .. .. .	100-104
Lockouts and Strikes. (See "Disputes")	
<b>Margins, Wage—</b>	
Margins Case, 1959 .. .. .	150
Margins Case, 1963 .. .. .	152
Metal Trades Case, 1954 .. .. .	149
Melbourne Wholesale Price Index .. .. .	44
Membership, Trade Unions .. .. .	224-229, 308
Minimum Wage Rate Index .. .. .	60, 225
Mining Accidents .. .. .	214
National Wage Cases, 1965 .. .. .	129
"Needs" Basic Wage .. .. .	102
<b>Occupational Rates of Wage</b> .. .. .	279-295
Organizations, Central Labour .. .. .	230
Registered .. .. .	229
<b>Prices—</b>	
Average Retail, Food and Groceries, Capital Cities .. .. .	237-246
Collection of .. .. .	1, 2, 41
International Comparisons of Retail Food Prices .. .. .	244-246
Retail .. .. .	1, 2, 237-246
Wholesale .. .. .	41
"Prosperity" Loading .. .. .	102-104
Public Service Arbitrator .. .. .	51
Publications issued by Commonwealth Bureau of Census and Statistics .. .. .	315
"Purchasing Power of Money" .. .. .	4
Rates of Wage .. .. .	60, 254-274, 279-306
Registered Organizations .. .. .	229
<b>Retail Price Indexes—</b>	
"A" Series .. .. .	5
"B" Series .. .. .	5
"C" Series .. .. .	5-7, 38
Collection of Prices .. .. .	1, 2
Consumer Price Index .. .. .	6-40
"Court" Index .. .. .	6, 102-104
"D" Series .. .. .	5
Effects of Changing Conditions .. .. .	3
Essential Features .. .. .	3
Individual Cities .. .. .	4
Interim Index .. .. .	5
International Comparisons .. .. .	39-40
List of Items .. .. .	3, 21, 31-37
Method of Calculation .. .. .	2
Previous .. .. .	5
Purposes of .. .. .	4
Use by Industrial Tribunals .. .. .	4, 5
Weighting .. .. .	2, 8-14, 21, 31-37
<b>Retail Price Index Numbers—</b>	
Base 1911=100 .. .. .	38
Consumer Price Index .. .. .	22-30, 38
International Comparisons .. .. .	39, 40
<b>Retail Prices</b> .. .. .	1, 2, 237-246

	PAGE
Sickness Benefits (Commonwealth) .. .. .	199
Special Benefits (Commonwealth) .. .. .	199
Standard Hours of Work .. .. .	74, 109
Index .. .. .	77, 78
1947 Inquiry .. .. .	75
1952-53 Inquiry .. .. .	75
1961 Inquiry .. .. .	75, 109
State Basic Wages .. .. .	135, 301-306
Industrial Tribunals .. .. .	51, 52
Strikes and Lockouts. (See "Disputes".)	
Survey of Wage Rates and Earnings, September, 1960 .. .. .	80
Survey of Weekly Earnings, October, 1961 .. .. .	80, 83
Surveys of Weekly Earnings and Hours, October 1962, 1963 and 1964 .. .. .	85, 88
<b>Territories—</b>	
Australian Capital Territory—	
Basic Wage .. .. .	131
Industrial Board .. .. .	51
Northern Territory—	
Basic Wage .. .. .	131
Trade Unions, Classified according to Number of Members .. .. .	228
Industry Groups .. .. .	225, 226, 229
Interstate or Federated .. .. .	228
Number and Membership .. .. .	224-229, 308
Proportion of Wage and Salary Earners in .. .. .	227
Trades and Labour Councils .. .. .	230
<b>Unemployment</b> .. .. .	172, 188, 190, 197, 199
Benefits .. .. .	199, 201
Unions, Trade .. .. .	224-229, 308
<b>Wage and Salary Earners in Civilian Employment</b> .. .. .	191-197, 247
Case, Total, Employers', 1964 .. .. .	117, 125
Rates, Earnings and Hours Surveys .. .. .	80
<b>Wages—</b>	
Basic. (See "Basic Wage".)	
Boards .. .. .	51, 52
Laws Regulating .. .. .	47, 52
Margins .. .. .	148
Minimum Hourly Rates, Females .. .. .	60, 72-74, 274
Males .. .. .	60, 69-72, 270
Weekly Rates, Females .. .. .	60, 67-69, 272
Males .. .. .	59-67, 254-270
Occupational Rates, Females .. .. .	292-295
Males .. .. .	279-291
<b>Wholesale Price Indexes—</b>	
Basic Materials and Foodstuffs .. .. .	41
Electrical Installation Materials .. .. .	44
List of Items .. .. .	42
Melbourne .. .. .	46
<b>Wholesale Price Index Numbers—</b>	
Basic Materials and Foodstuffs .. .. .	43
International Comparisons .. .. .	46
<b>Work Force, The</b> .. .. .	172
Age .. .. .	177
Conjugal Condition .. .. .	177
Industry .. .. .	174, 176
Married Women .. .. .	181
Occupation .. .. .	182
Occupational Status .. .. .	172, 176, 177

	PAGE
Work Force Survey .. .. .	188
Occupational Status .. .. .	188
Participation Rates .. .. .	188, 190
Unemployment Rates .. .. .	188, 190
Work, Hours of .. .. .	60, 74-78
Workers' Compensation Legislation (Conspectus) .. .. .	215
Working Hours, Standard .. .. .	74, 109

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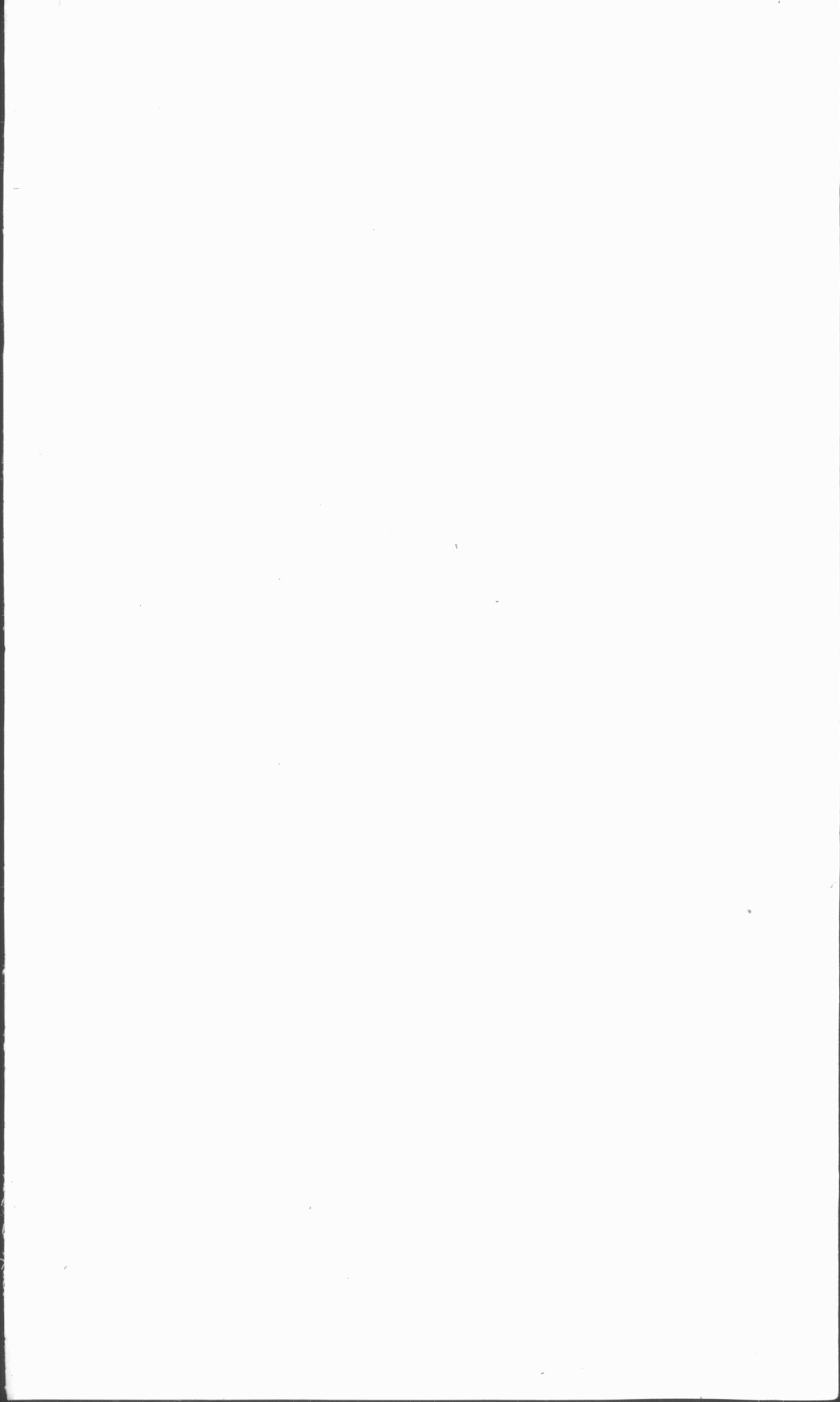


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